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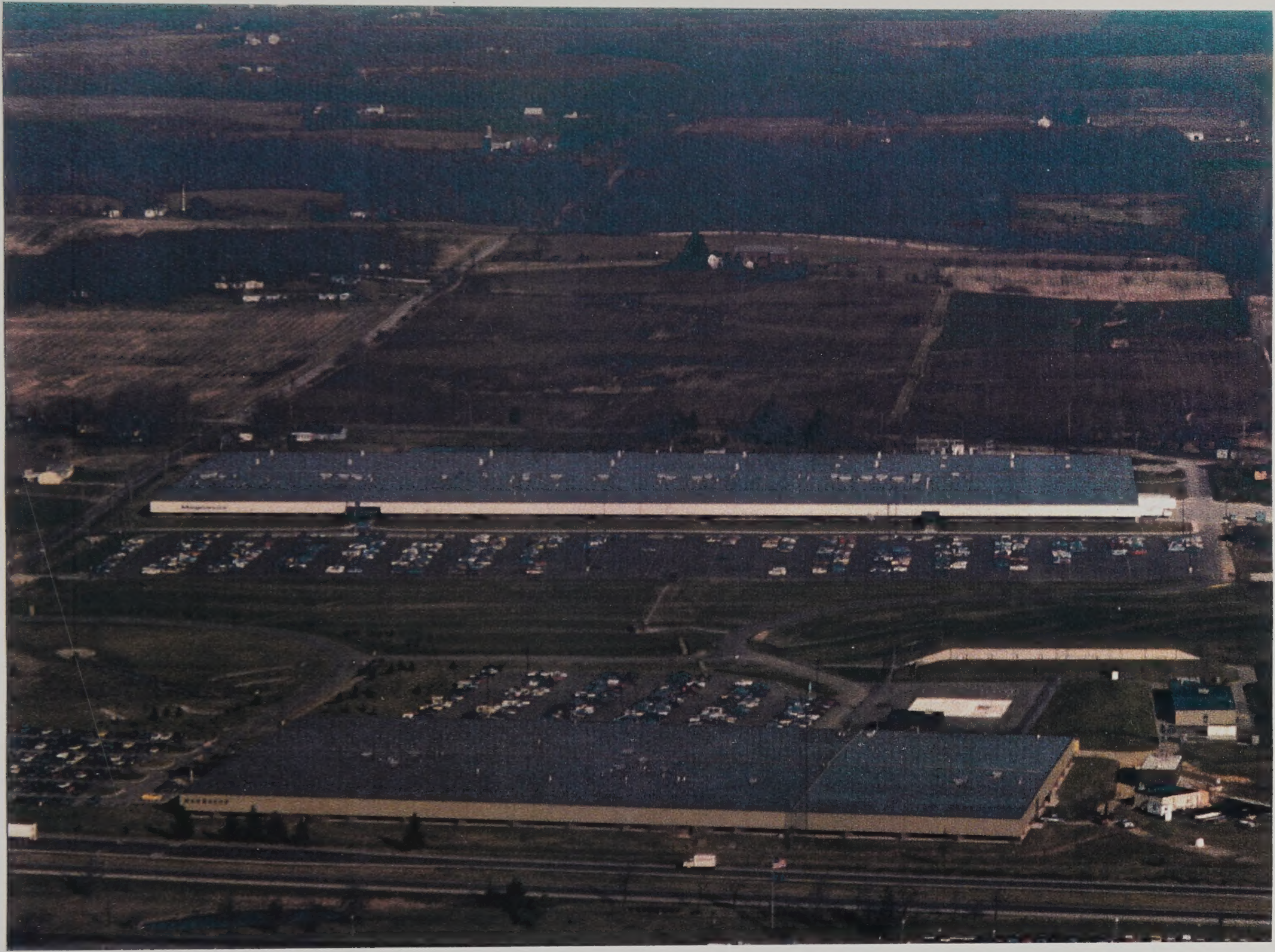
MAG

3/2013

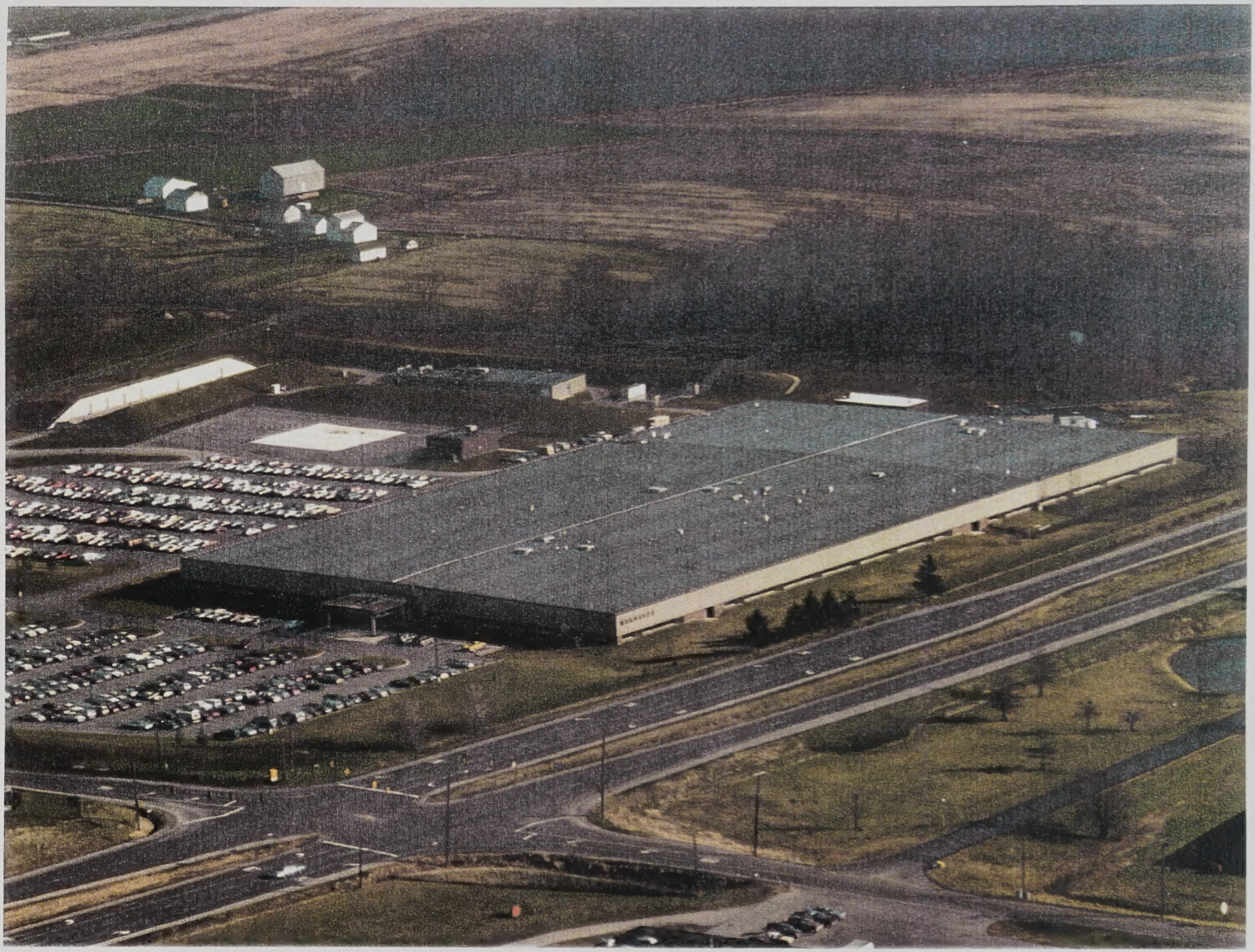
Memories
light the corners of my mind
misty water-colored memories
of the way we were
Scattered pictures,
of the smiles we left behind
smiles we gave to one another
for the way we were
Can it be that life was oh so simple then
or has time re-written every line
If we had the chance to do it all again
tell me-- would we--could we?
Memories-
may be beautiful-and yet
what's too painful to remember
we simply chose to forget
So it's the laughter
we will remember
when we remember
the way we were.

WHITLEY COUNTY PLANT 25

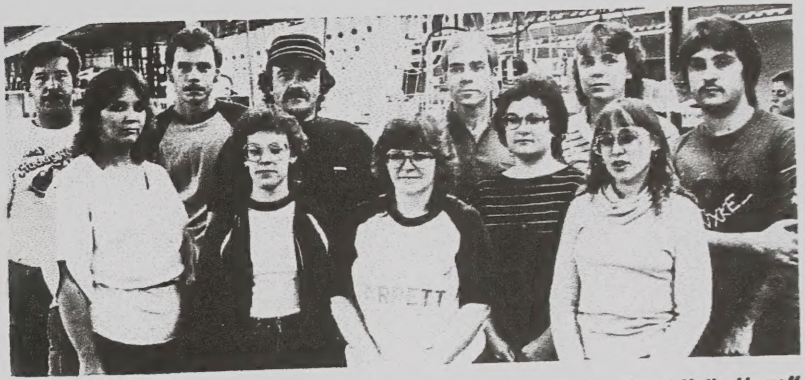


W C 25 (BACK)

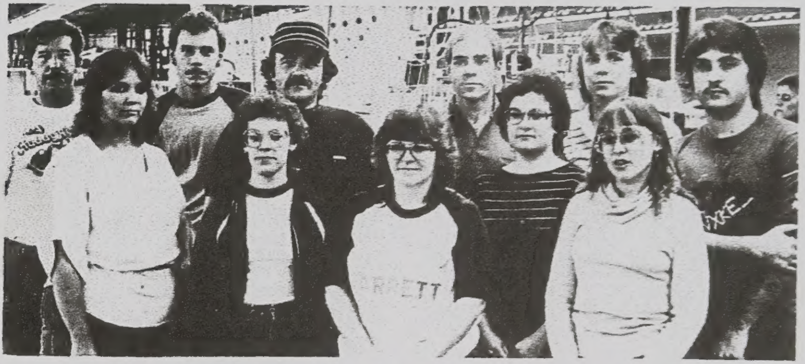
W C 15 (FRONT)



WHITLEY COUNTY PLANT 15



Assemblers in Dept. 236: Front row, left to right: **Wanda Watts, Marilyn Freed, Kathy Harroff, Doris Bailey** *and* **Mary Wagner**. *Back row, left to right:* **Lynn Nodine, Tim Parks, Vic Perkins, Lavern Steinman, Nancy DePew** *and* **Tony Curtland**.



Assemblers in Dept. 236: Front row, left to right: ***Wanda Watts, Marilyn Freed, Kathy Harroff, Doris Bailey*** *and* ***Mary Wagner****. Back row, left to right:* ***Lynn Nodine, Tim Parks, Vic Perkins, Lavern Steinman, Nancy DePew*** *and* ***Tony Curtland****.*

HUGHES
SPEED LIMIT
10

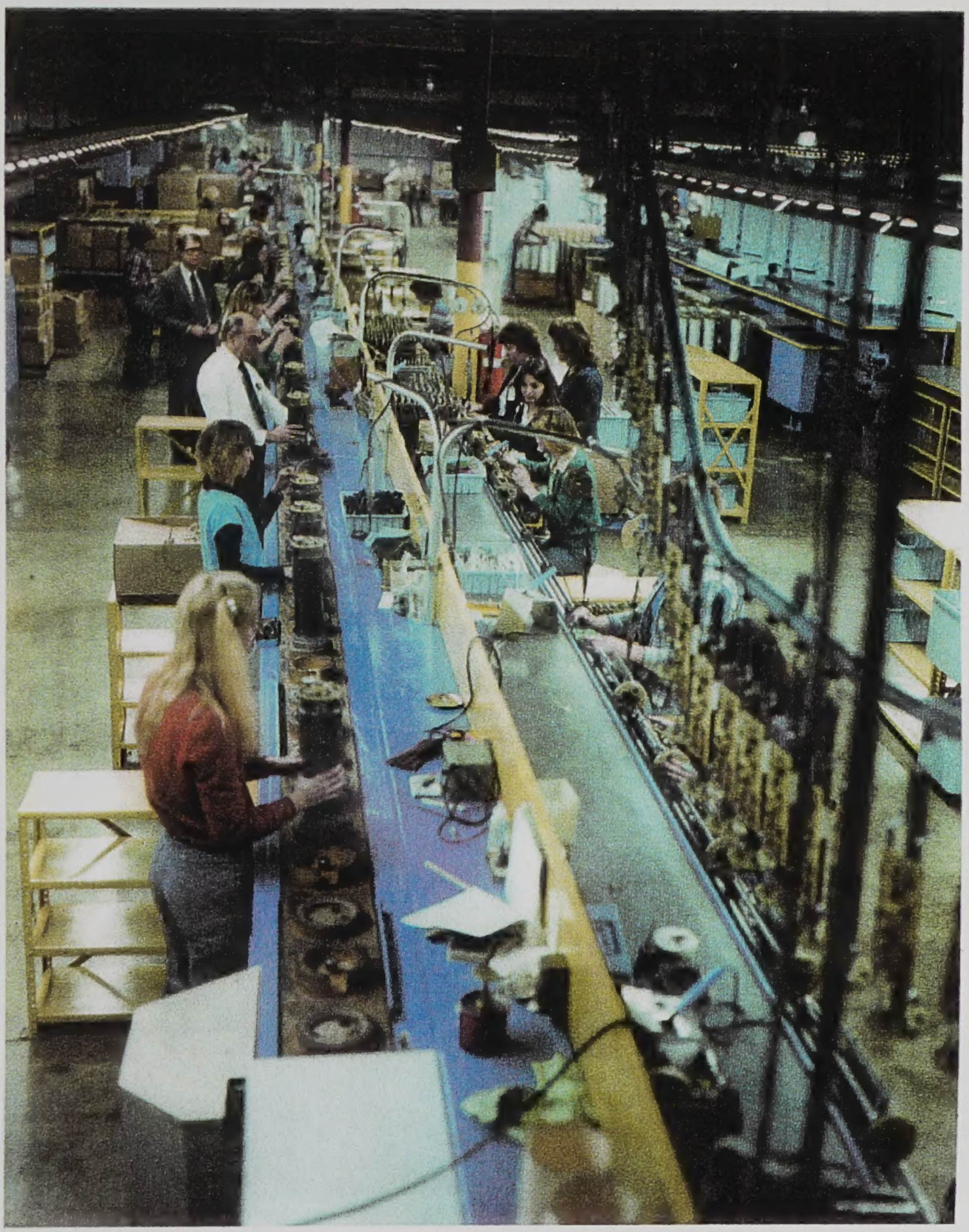
WELCOME
TO THE "LEADERS OF THE PACK"
TPM CERTIFICATION!
TEAM
NIAGARA FALLS

2/22/2013
TA 284946 B 5 00
HF GROUP - IN

2/22/2013
TA 284946 B 5 00
HF GROUP - IN

Magnavox
4,000 SONOBU
4

HUGHES
10



CENTRAL PRINTED WIRING BOARD ASSEMBLY SHOP

WHITLEY CO. 25 BOARD SHOP

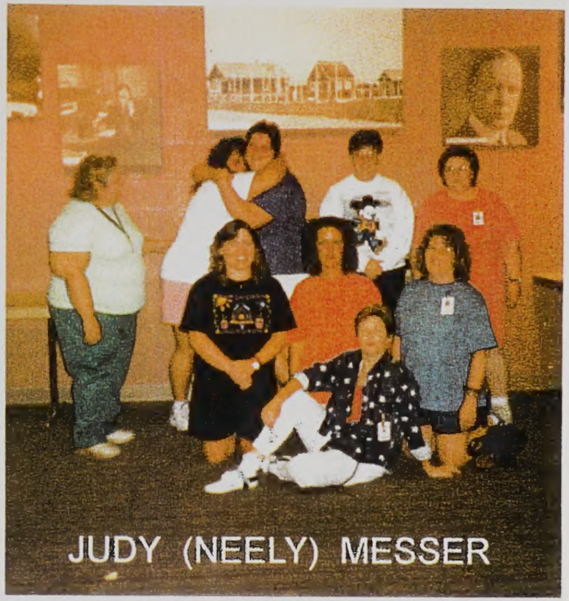
FOR INSPECTION
FOR TEST

ANTI SUBMARINE WARFARE
WARRIORS
70
Magnavox

Department
Participates
MAGIEC CIRCLE
IDEAS
4 Million and Growing

10 years of service with Magnavox

GOODBYE



JUDY (NEELY) MESSER

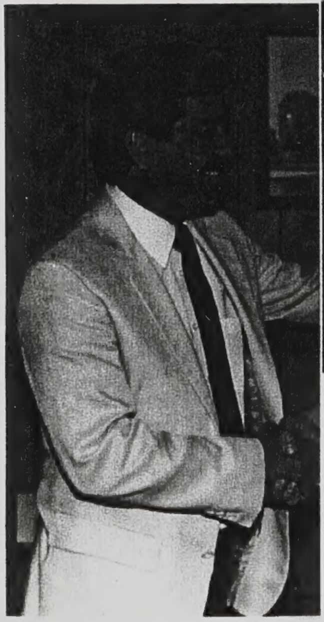
Raytheon Systems Company
Communication Systems
10

VICKIE TORRES KAREN TAYLOR

UNIVERSITY
ARCTIC
Las Vegas

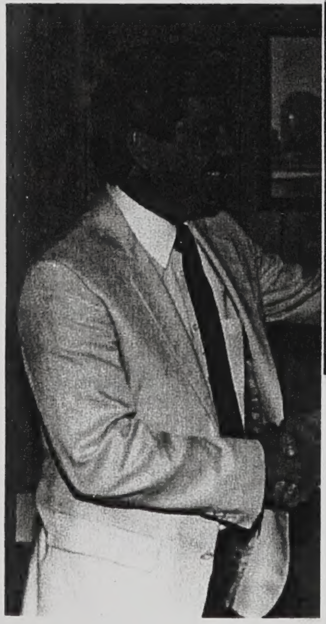
Magnavox

Magnavox



NO SMOKING
PROCESS
CAUSE & EFFECT
1 - 2 - 3
PROBLEM ANALYSIS

MAGIC CIRCLE PRESENTATION

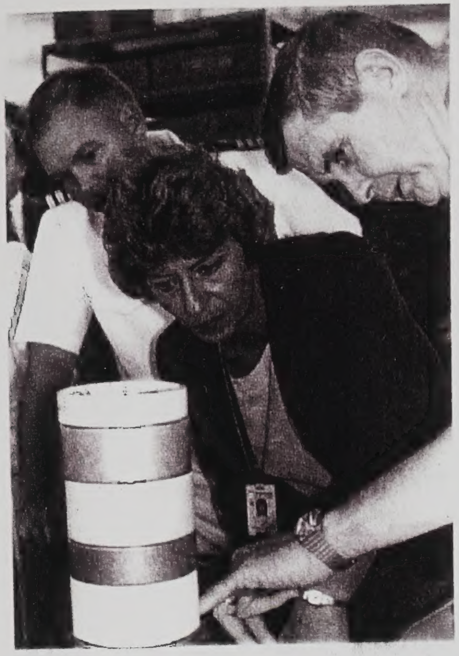
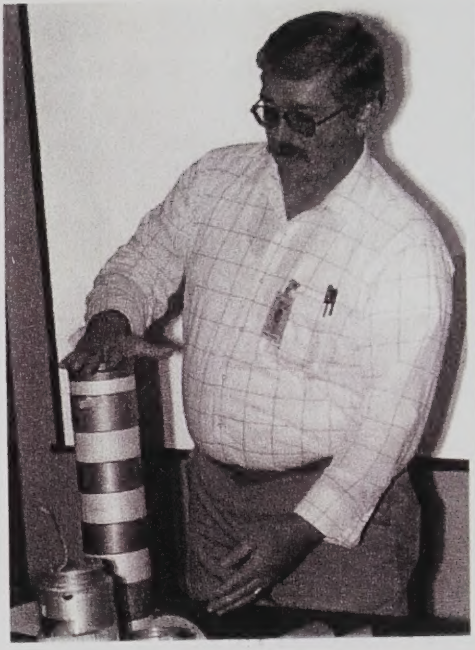


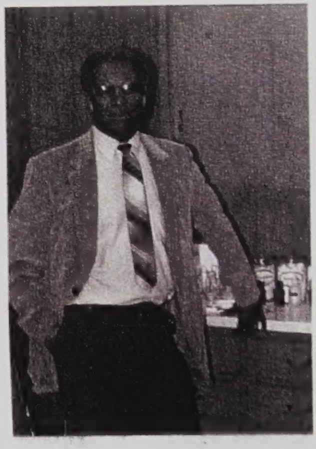
NO SMOKING
PROCESS CAUSE & EFFECT
1 - 2 - 3
PROBLEM ANALYSIS

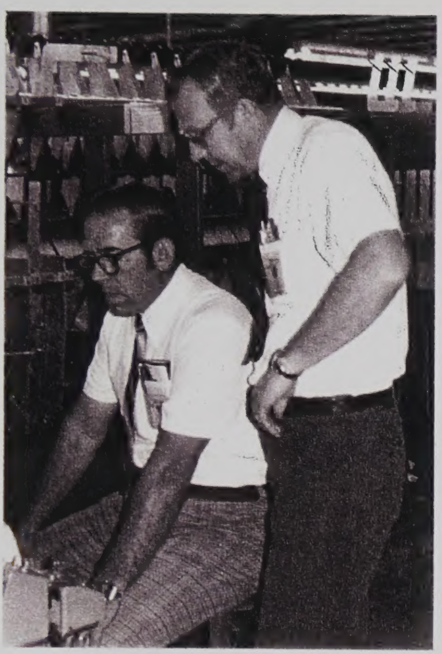
MAGIC CIRCLE PRESENTATION

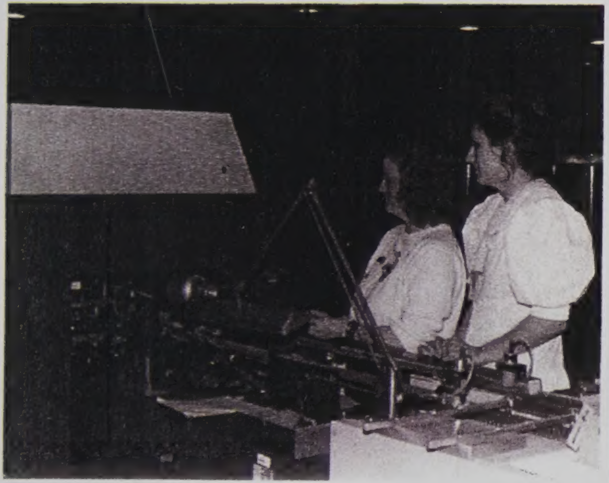
50
Thousandth
M934 STINGER FUZE
INERT

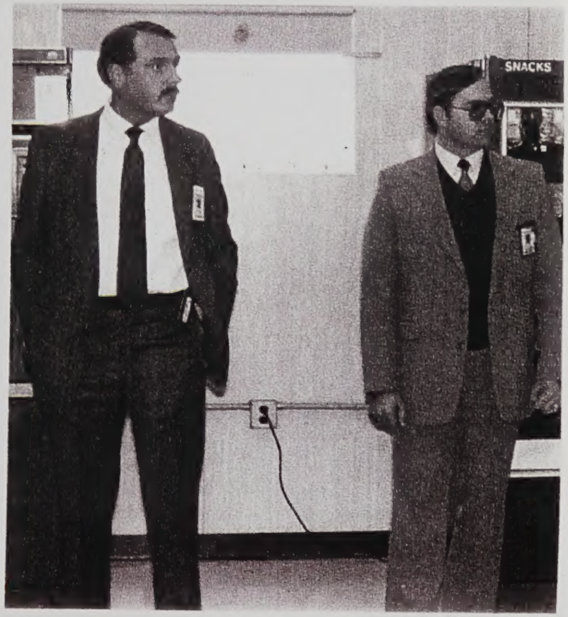
Magnavox
3,000,000
BUO
3

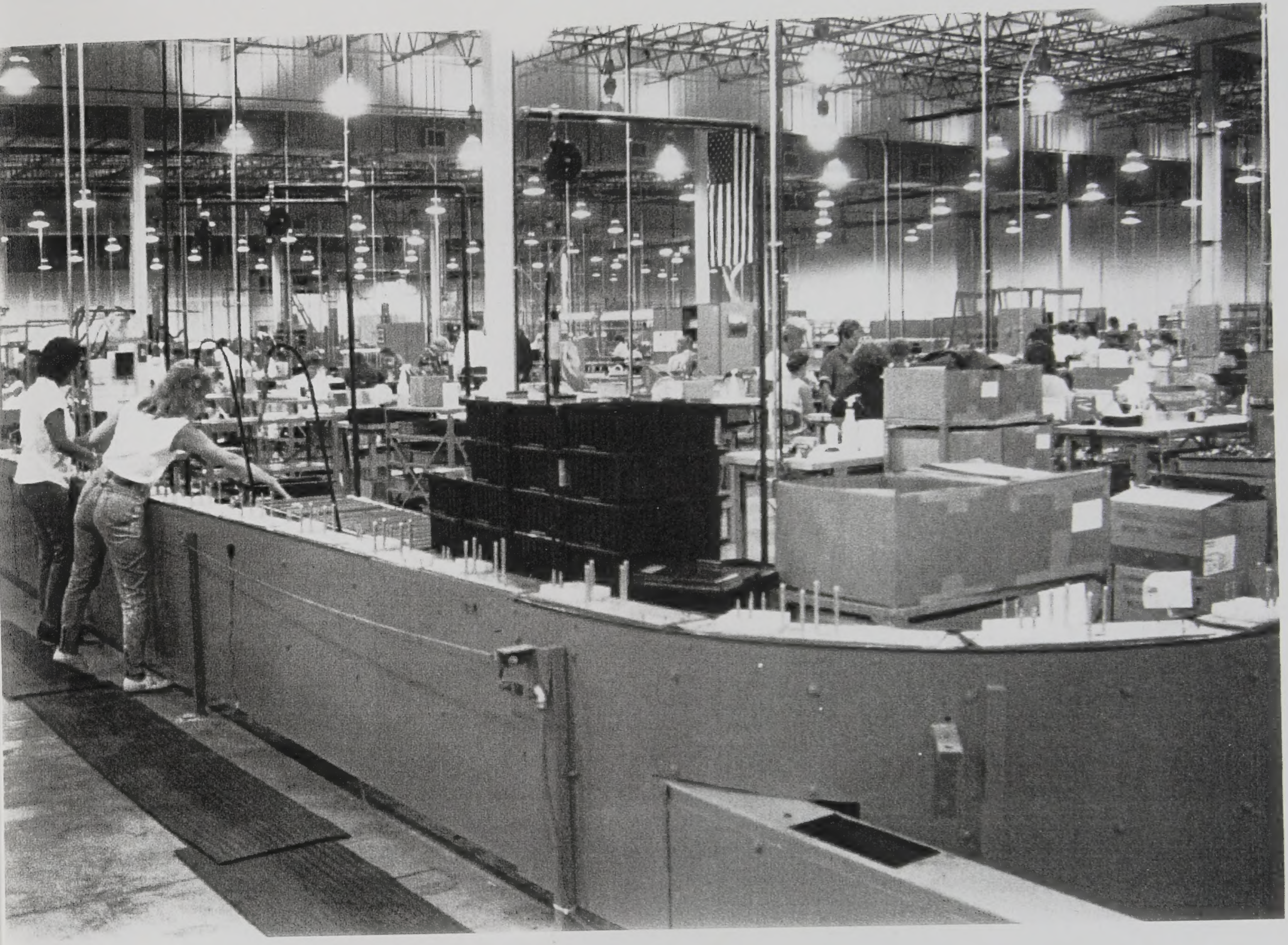




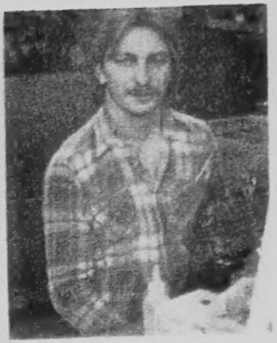



SNACKS

OLD AUBURN GROUP

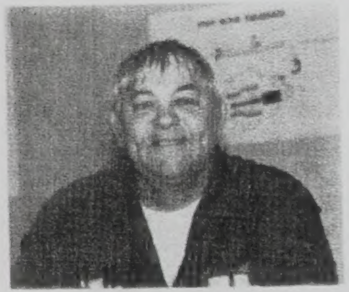


Greetings from Trois, Betty and Diane . . .

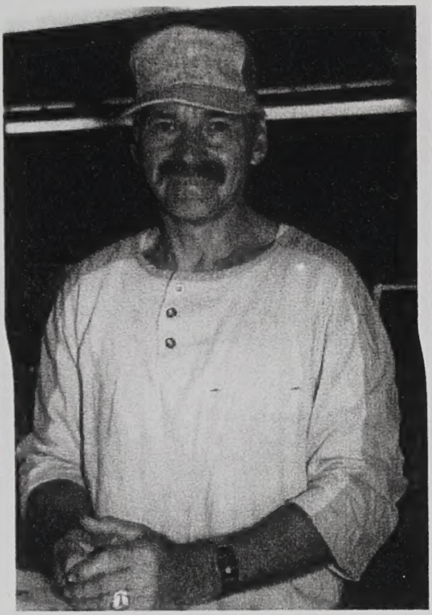


Joseph Kretzman

Marilyn Joseph

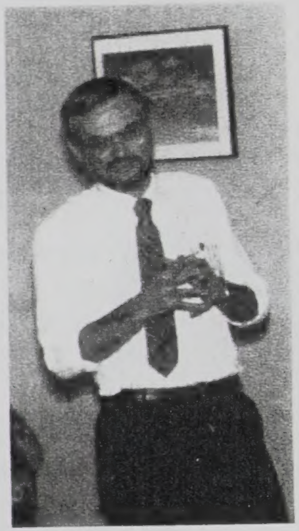


Debra Muzzillo
Inspector

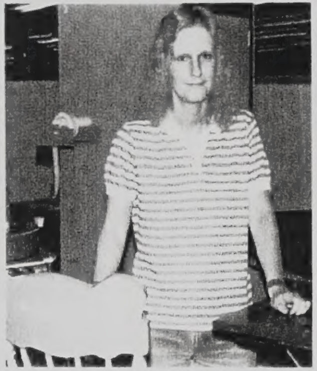


who is this?

Blinda Leffel *troubleshoots the electronics of the SSQ-77A lower unit.*



Members of the "Surface Mounties" Total Process Management Team at the WC-25 PC Board Shop received TPM certificates on July 31.



Sonobuoys - Did You Know?

When was the first practical sonobuoy developed?
In 1951.

Who is credited as the inventor of the sonobuoy?
Retiree Russ Mason.

Which buoy was in production when the Garrett facility opened in 1981?
AN/SSQ-41B.

The SSQ-77A sonobuoy pioneered use of surface mount technology in 1983. What other technologies were first applied in buoys?
Sonobuoys were the first application for switch capacitor and lithium batteries.

What was our peak sonobuoy employment?
1,200 employees in 1986.

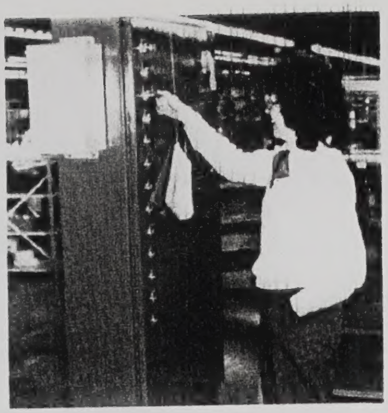
What was the highest production rate on sonobuoys?
2,000 per day in 1986.

Which sonobuoy was produced in the greatest quantity?
The SSQ-41A family – in production over a 20-year period.

Which manufacturer was the first to deliver 4 million sonobuoys?
Magnavox, in 1988.

When were the largest sonobuoy contract awards received?
In 1986, Magnavox won contracts for 301,538 SSQ-53B sonobuoys, 83,084 SSQ-77A buoys and 7,399 SSQ-62B buoys.

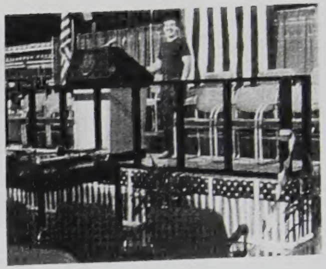
Marie Buckhardt



Betty Maley

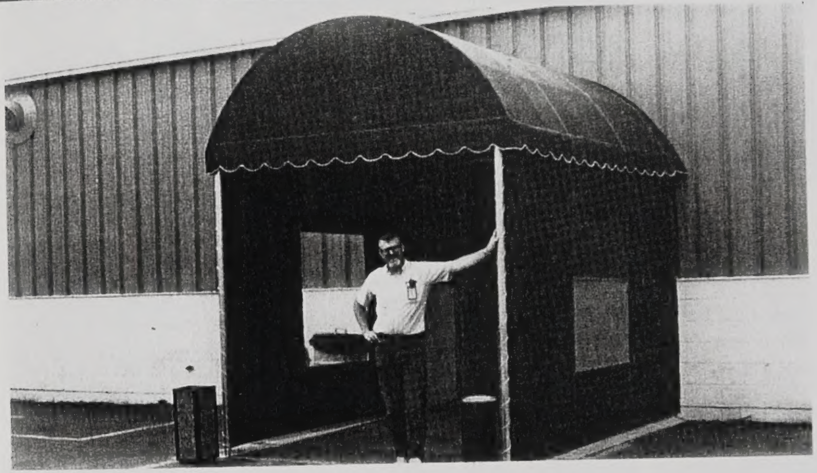
agnavox
4,000,0

Sally Hanley, Q-53 Supervisor, celebrated 20 years of service



Michael W. Porter, Sensor Systems Group Facilities Technician/Carpenter based at WC-15, is proud of the stage and podium he designed.

Employees, retirees and guests chat before the opening of the sonobuoy celebration ceremony at Garrett.



Employees of the Month recognized as outstanding

Colleen Myers, Assembler, was the October Employee of the Month for the Q-77 line.

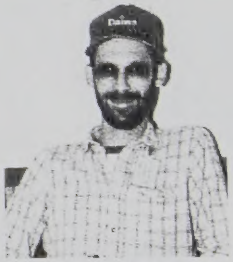
Misheila Penland was October's Employee of the Month for Auburn Support. She is an Assembler in the repair area for hydrophones.

Congratulations to Lucy Freese, Assembler on the Q-53 line. She was chosen as an October Employee of th Month.

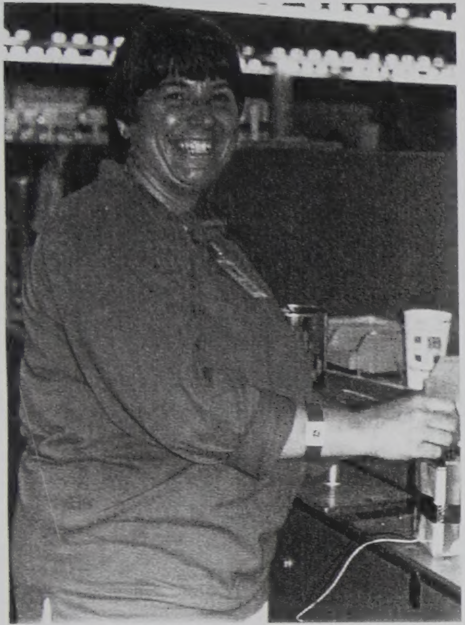
rtment
rticipates
n...
CIRCLE

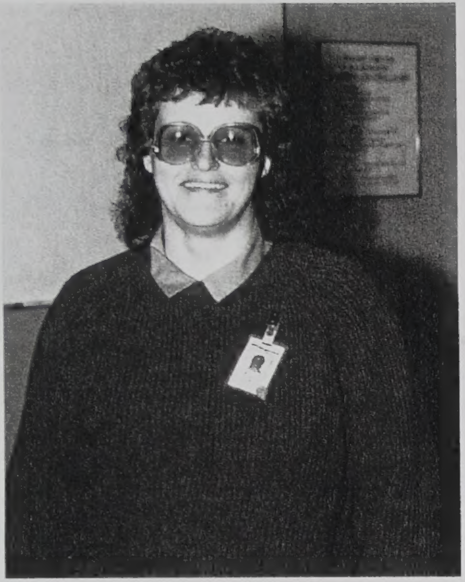
The Q-53 line Employee of the Month for November is Charlene Friedel. She is an Assembler in the Battery Department.

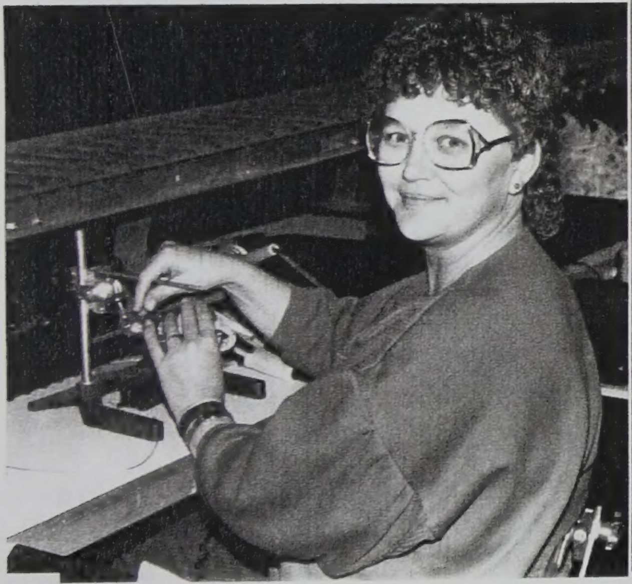
November's Employee of the Month for the Q-77 line is Sue Vincent, Inspector.

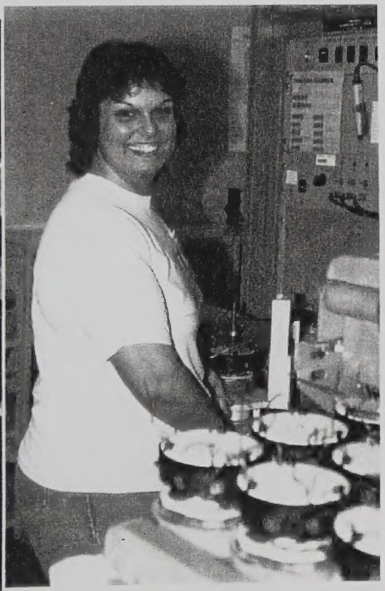


Greg Waltenberger, Assembler, is the November Employee of the Month at Auburn Support.









MANOR

SCS President visits Indiana operations

Sensors and Communications Systems Segment President Ken Dahlberg and Auto Insert Team Leader Jeraldine Cagnet converse in the WC-25 PC Board Shop on Wednesday, May 14. Dahlberg toured the Whitley County facilities as part of his first visit to HDC's Indiana operations.

Members of the "Roy Masters" TPM team are (front row, from left) Ruth Hayward, Penny Favory, Karen Likes, and (back row, from left) Jerry Cagnet, Ben Guthrie, Tom Warnecke, Gary Rice, Vicki Torres and Marilyn Mullinix.

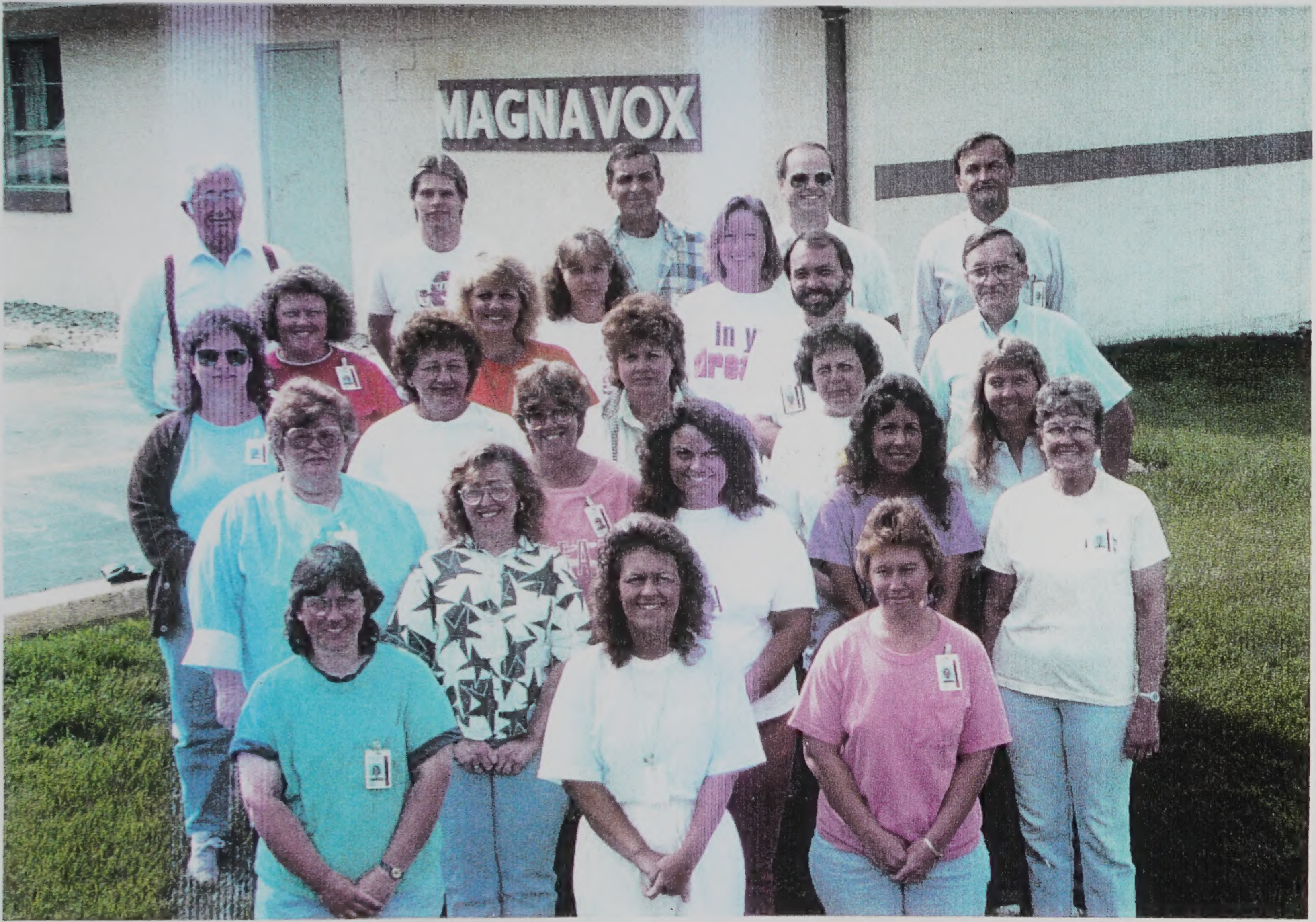
[illegible]

Sub Busters MAGIEC Circle Advisor Bill Harrah (center) welcomed Circles Steering Committee members and guests to a wake for the solved problems of "Charlie Problem's family" that were being laid to rest. Circle members (from left) Regina Duke, Leader Ward Craft, Dru Combs, Chris Seitz, Chris Workman and Kim Cobble took turns explaining problems the team had solved, and placing them in a small wooden casket, during their first Management Presentation on May 24 at Auburn Support. The presentation proved informative and fun. (Circle member Randy Mosley was not available for the photo.)

"Cuttin' Up" TPM team members are (front row, from left) Darlene Palmer, Mary Isham, Gail Jordan, and (back row, from left) Mike Morrow, Neal Smith and Rufus Dominguez. Member Dean Schaefer was unavailable for the photo.

ICED DRINKS

A "favorite" at the Garrett Operation, ARA Services Vending Hostess Shon Wallace (second from left) is joined by three of her fans (left to right): Bea Buchs, Jack Jakway and Mary Livergood. "I'm not giving free pop," Shon joked as the picture was being taken!

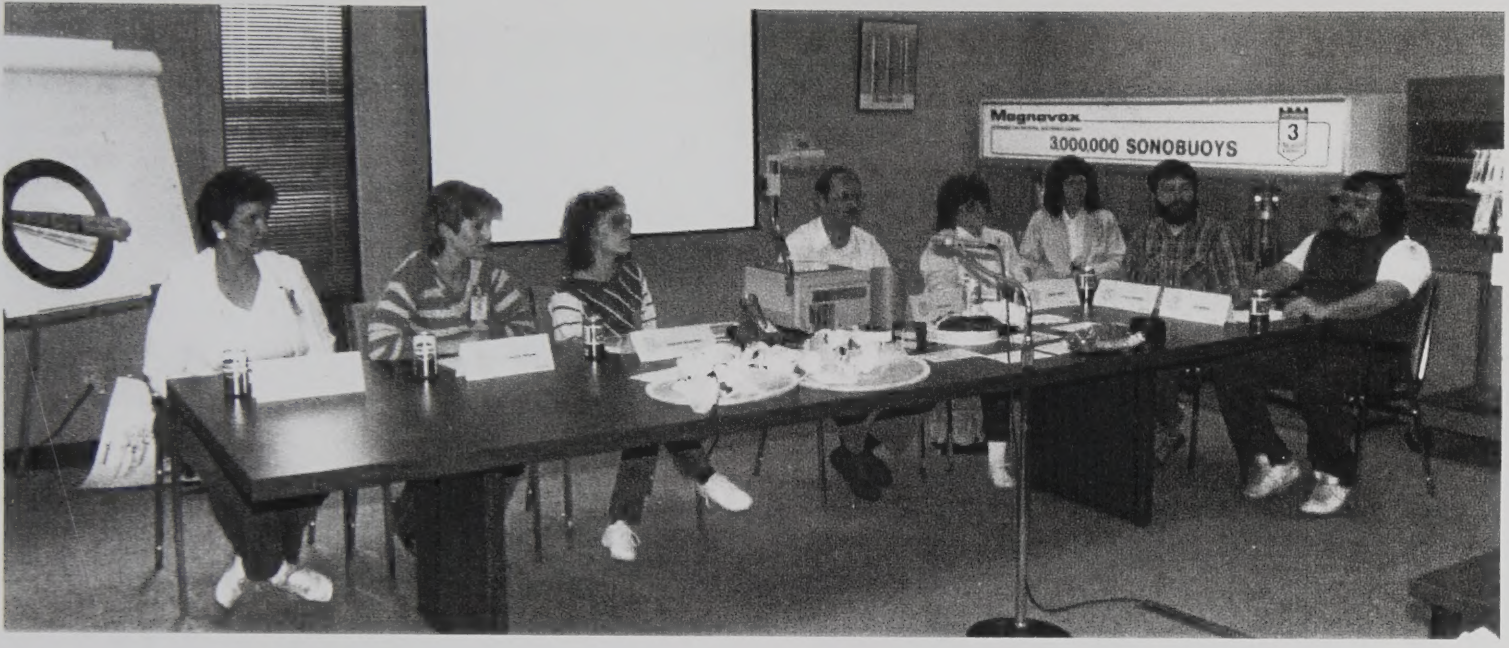


OLD AUBURN GROUP

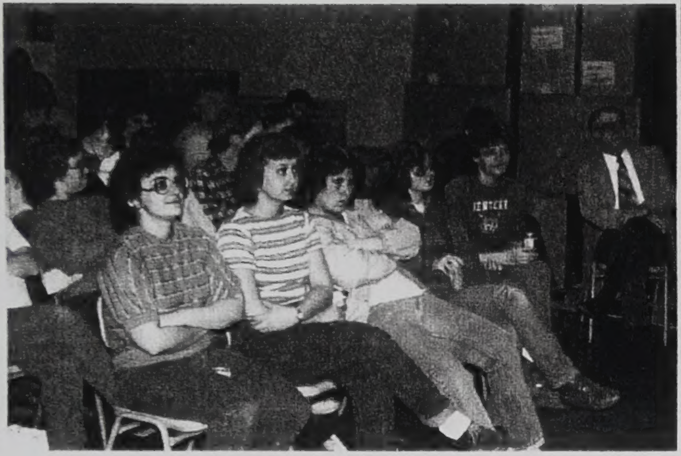
ETHEL FREED ROSIE KOPPLIN

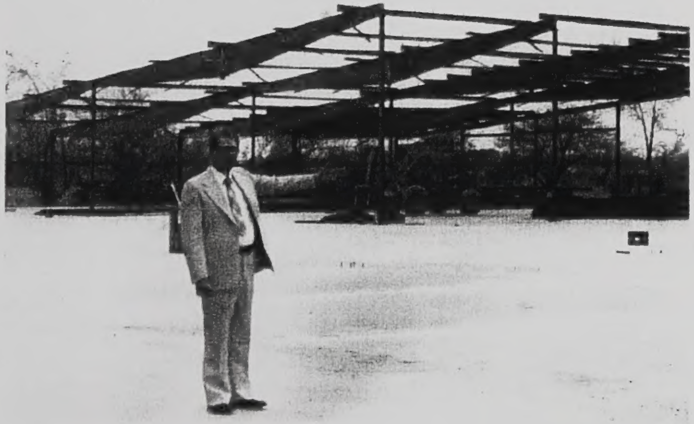
3 Rive
Festiva
17
FORT WAY
INDIANA

MARY LOU
LA TURNER


Magnavox
3,000,000 SONOBUOYS
3

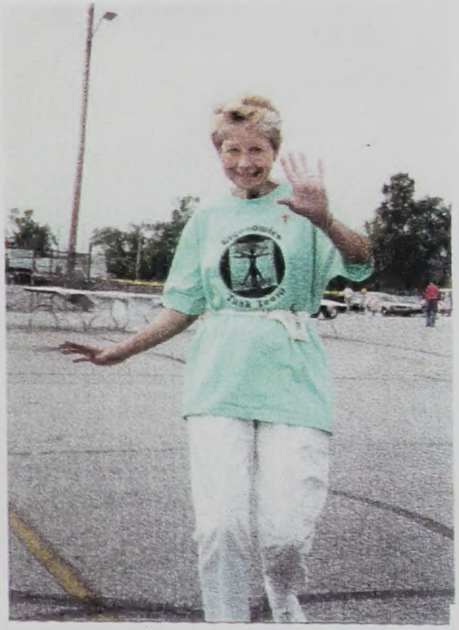
Magnavox
3,000,000 SONOBUOYS
3

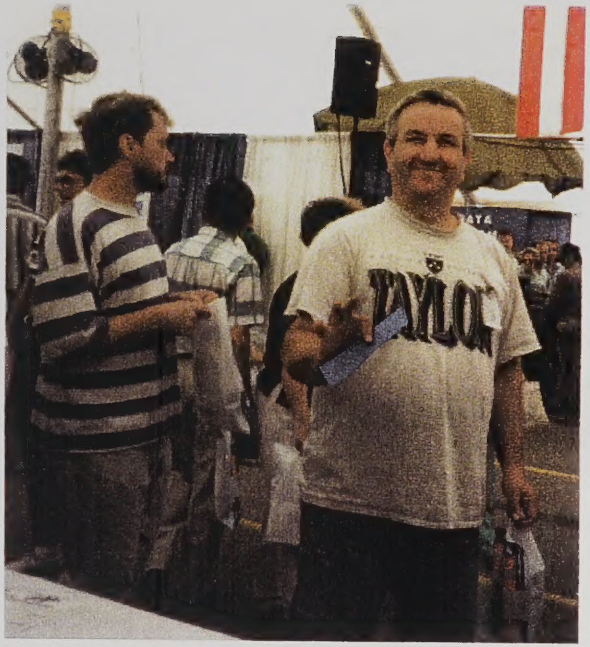

KENTUCKY

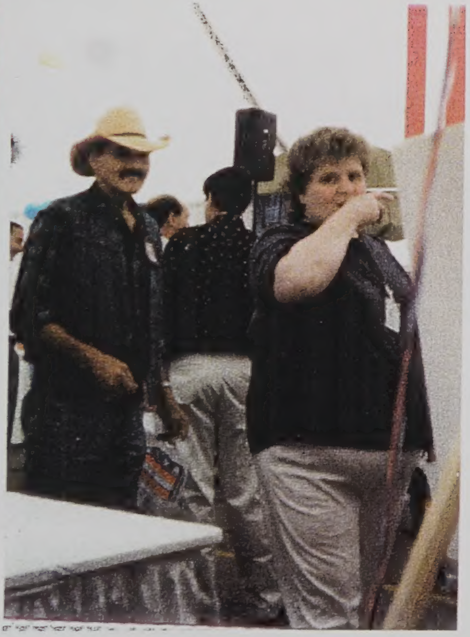


ANTI SUBMARINE WARFARE
WARRIORS
WARRIORS

HARRAH'S HIT TEAM
SPC

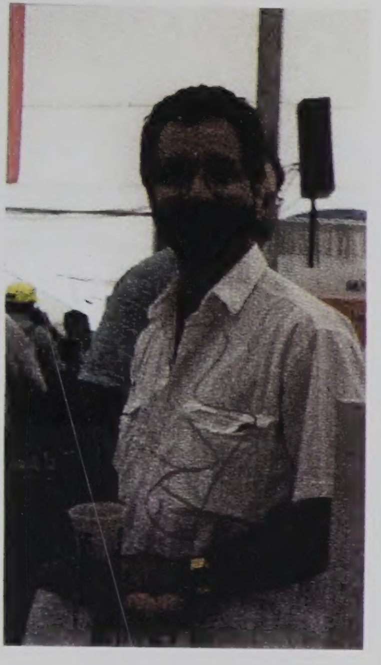


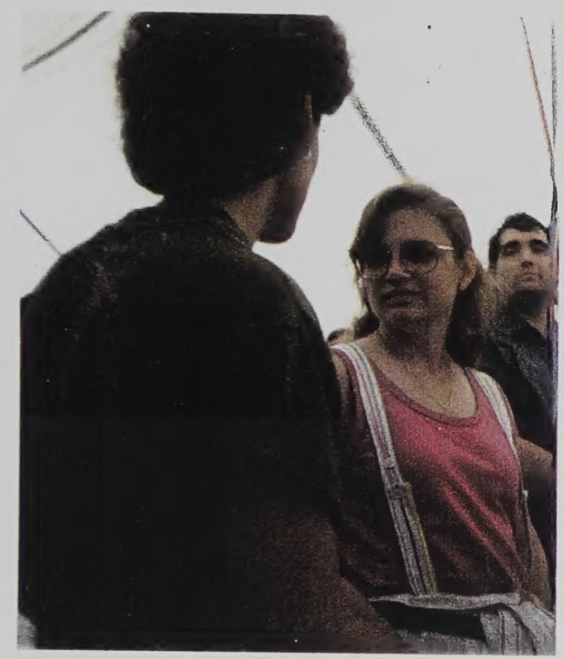

TAYLOR

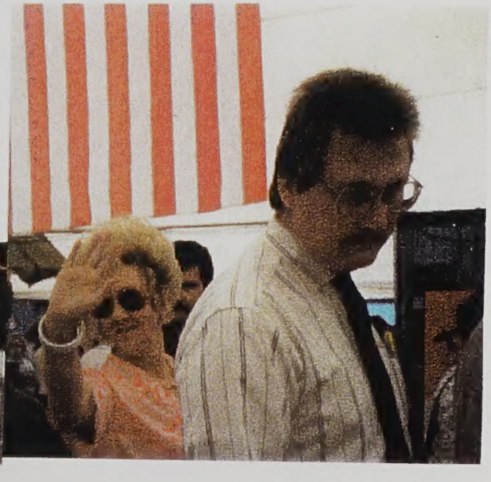


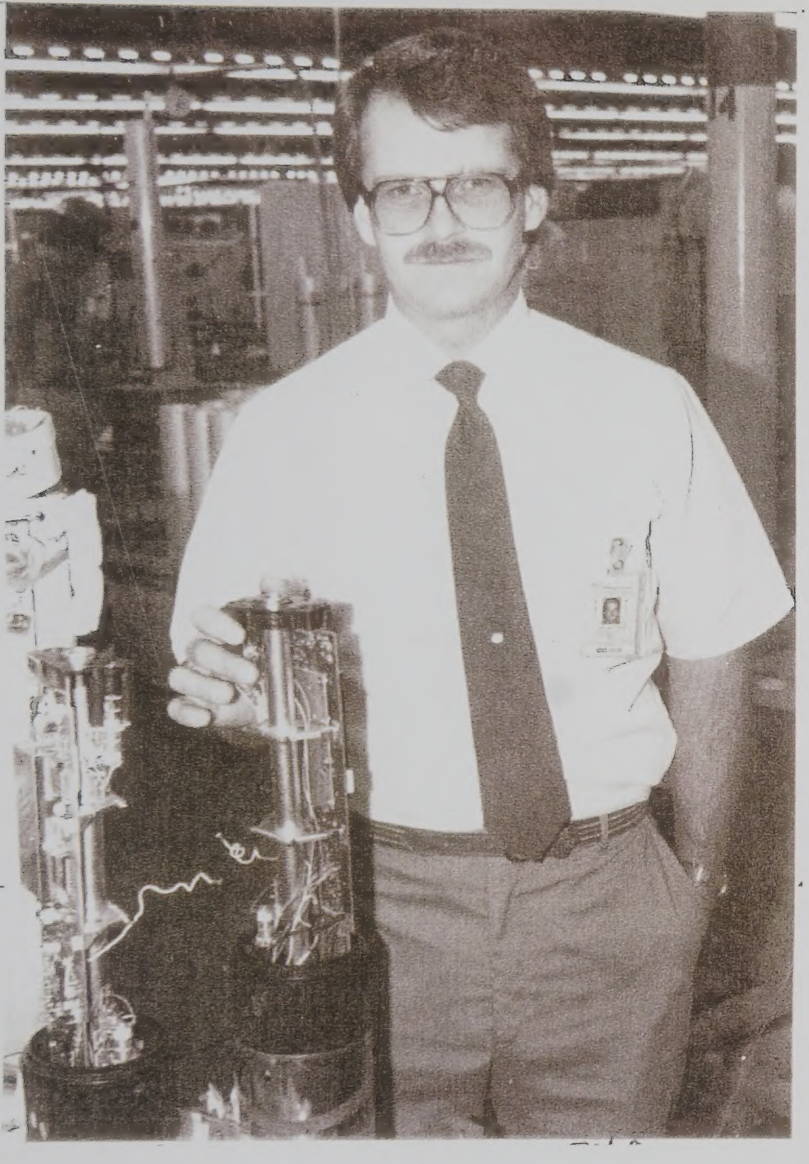
OPERA

UPPER ARRAY
LWR ELECTRONICS
HOUSI
CABLE PACK
LOWER ARRAY
BALLAST







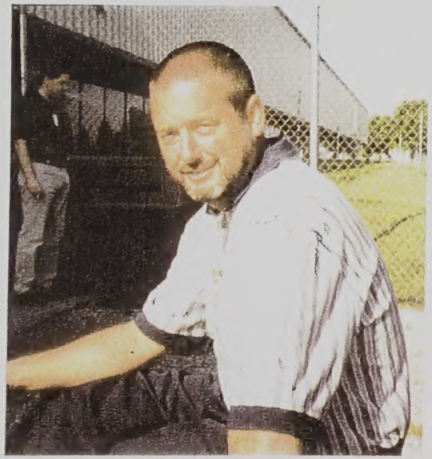


COWBOYS
12

TPM Facilitator Curt Hapner

BOARD
BUSTERS
QUALITY MAKERS
QM
PWBA

CONGRATULATIONS PCB MANUFACTURING
EXEMPLARY FACILITY
LEVEL 4 CERTIFIED
LEVEL 3 CERTIFIED
LEVEL 2 CERTIFIED
LEVEL 1 CERTIFIED



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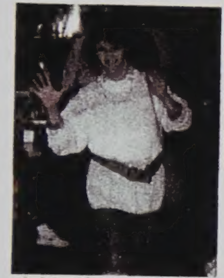
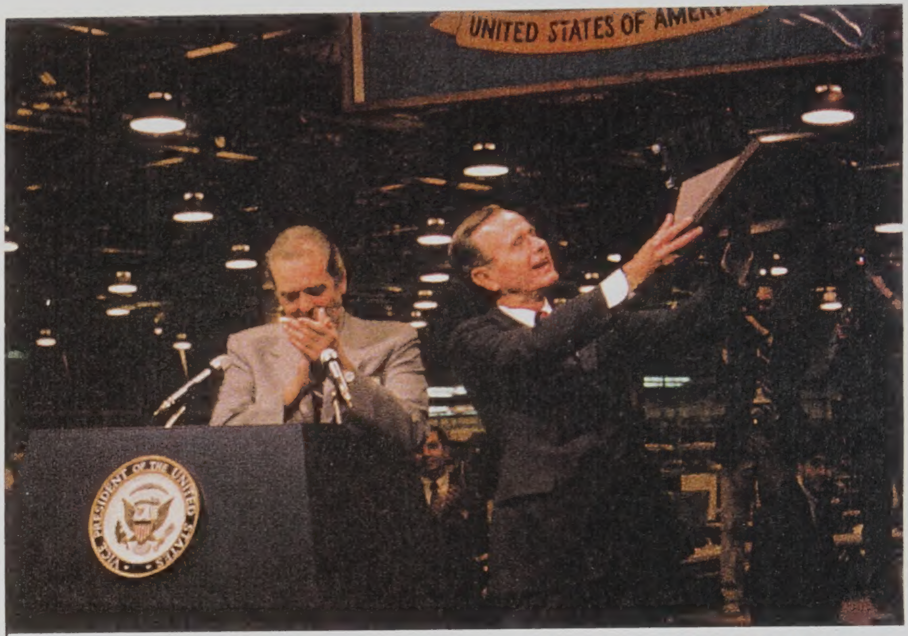
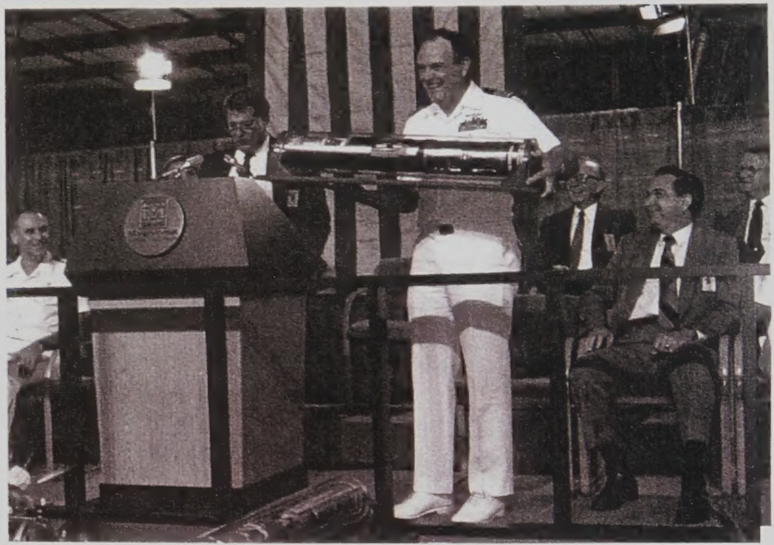


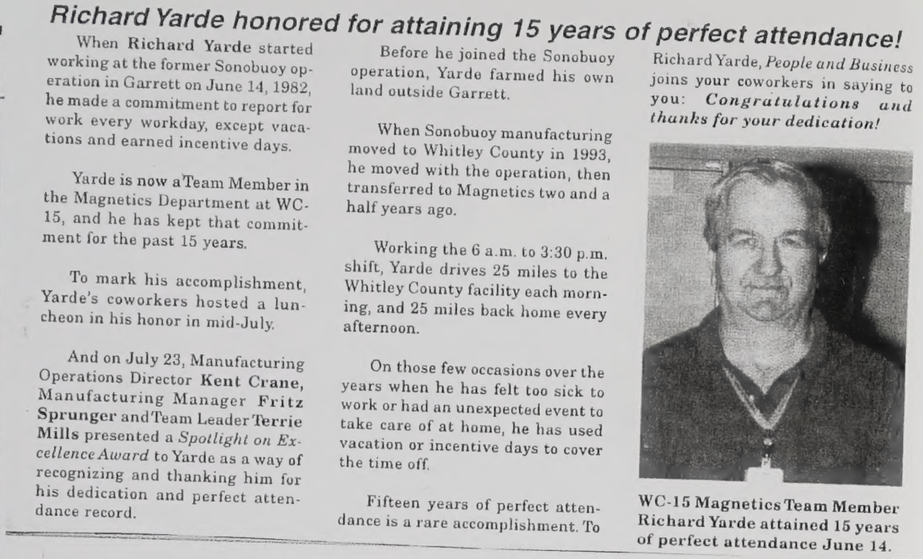
SONOBUOY CELEBRATION



In this year of his Presidential election, George Bush made an official visit to Magnavox, participating in the delivery of the 42,000th ARC-164 radio and recognizing the company's defense work and committment to quality.



1 2-6 519



Richard Yarde honored for attaining 15 years of perfect attendance!

When **Richard Yarde** started working at the former Sonobuoy operation in Garrett on June 14, 1982, he made a commitment to report for work every workday, except vacations and earned incentive days.

Yarde is now a Team Member in the Magnetics Department at WC-15, and he has kept that commitment for the past 15 years.

To mark his accomplishment, Yarde's coworkers hosted a luncheon in his honor in mid-July.

And on July 23, Manufacturing Operations Director **Kent Crane**, Manufacturing Manager **Fritz Sprunger** and Team Leader **Terrie Mills** presented a *Spotlight on Excellence Award* to Yarde as a way of recognizing and thanking him for his dedication and perfect attendance record.

Before he joined the Sonobuoy operation, Yarde farmed his own land outside Garrett.

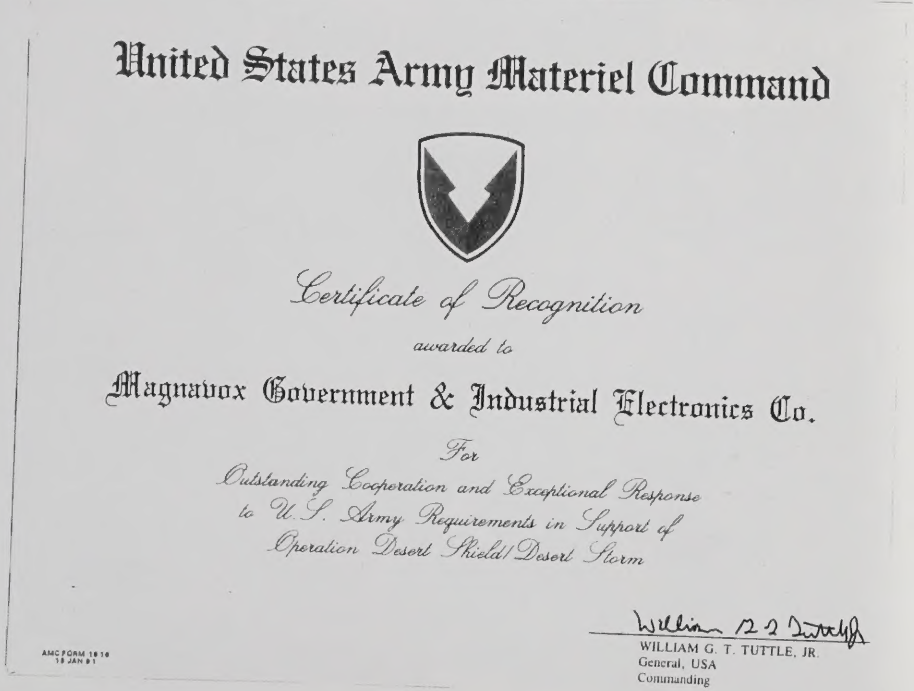
When Sonobuoy manufacturing moved to Whitley County in 1993, he moved with the operation, then transferred to Magnetics two and a half years ago.

Working the 6 a.m. to 3:30 p.m. shift, Yarde drives 25 miles to the Whitley County facility each morning, and 25 miles back home every afternoon.

On those few occasions over the years when he has felt too sick to work or had an unexpected event to take care of at home, he has used vacation or incentive days to cover the time off.

Fifteen years of perfect attendance is a rare accomplishment. To Richard Yarde, *People and Business* joins your coworkers in saying to you: ***Congratulations and thanks for your dedication!***

WC-15 Magnetics Team Member Richard Yarde attained 15 years of perfect attendance June 14.



United States Army Materiel Command

Certificate of Recognition

awarded to

Magnavox Government & Industrial Electronics Co.

For

Outstanding Cooperation and Exceptional Response
to U.S. Army Requirements in Support of
Operation Desert Shield/Desert Storm

William G T Tuttle
WILLIAM G. T. TUTTLE, JR.
General, USA
Commanding

AMC FORM 1616
15 JAN 81

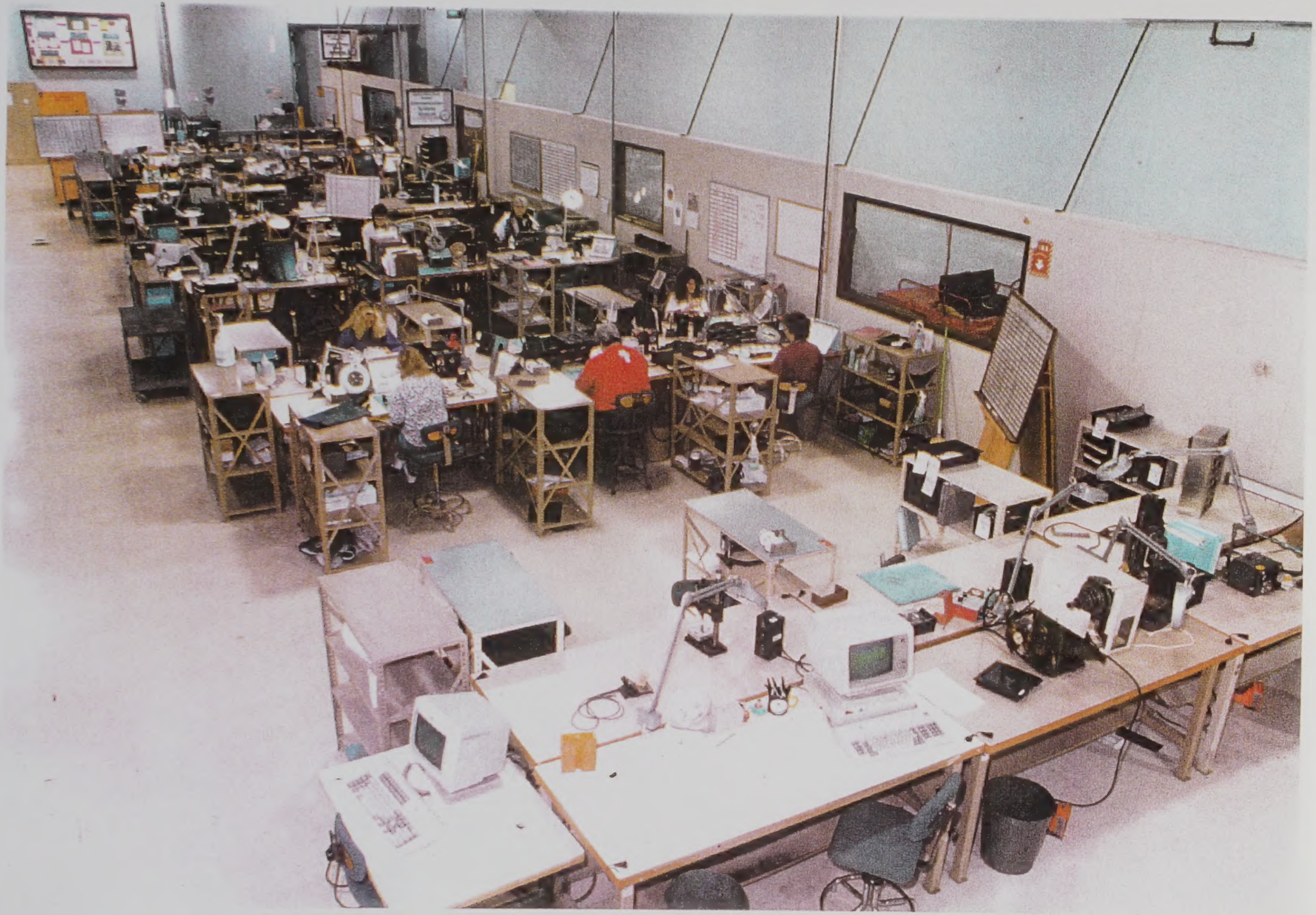
I haven't met
Mr. Right yet...
But
I have met
Mr. Rude
Mr. Cheap

This
Departme
Partic
In…
4 Million and Growing

Coke
Coca-Cola

Pizza Hut

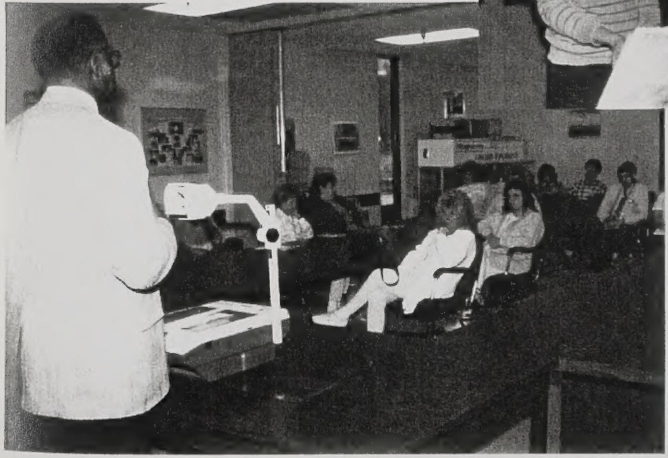
WHITLEY COUNTY 25 BOARD SHOP

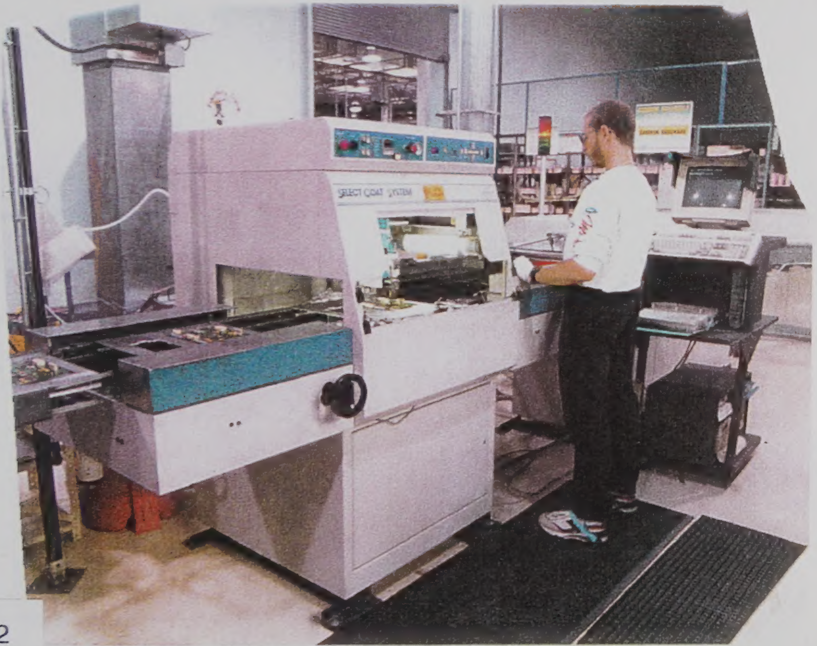


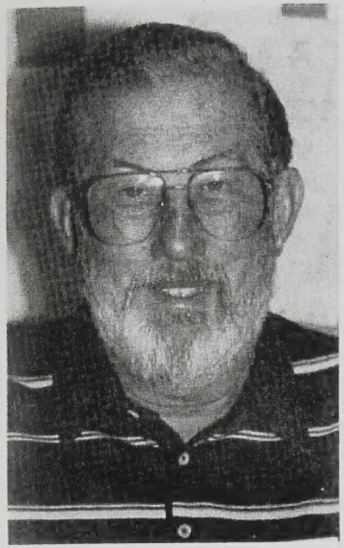
W. C. 25 BOARD SHOP

GLOBAL
CONSERVATION

Stinger




SELECT COAT SYSTEM



Harlan R. Wright, Kitting Team Leader in the Carousel Stockroom at WC-25, won a

Quarry provides ideal location for sonobuoy acoustic testing lab

Did you know Magnavox is leasing a lake? Well, not exactly a lake, but an old limestone quarry that is rapidly becoming a lake.

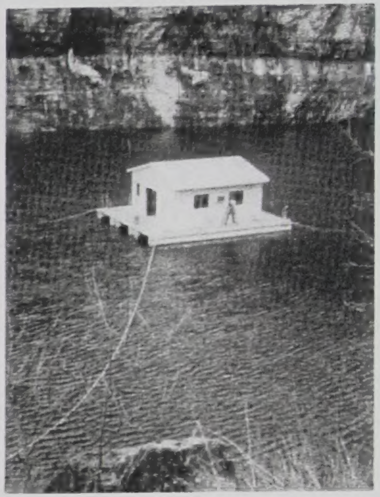
Located on the outskirts of the little town of Lapel, Ind., near Anderson, the quarry is used as a sonobuoy test facility and is known as Facility LA-27. Former owner Martin Marietta vacated the site in 1984. Magnavox's five-year lease with an option to buy began in January 1989.

"The quarry covers 37 acres and now has an average of about 125 feet of water," says **Thomas P. Gebhard**, Manager of Acoustic Test Facilities. "It is filling at a rate of 20 inches to two feet per month, from natural runoff, and will eventually reach an average depth of 220 to 240 feet."

Gebhard says Magnavox uses LA-27 for acoustic testing of low-frequency active sonobuoy transducers. "To adequately test the transducers, we need an area at least 300 feet wide by 100 feet deep," he explains. "Before we had this, we used the Navy's facility at Dugger Lake near Terre Haute. Lapel is much more convenient for us," he adds.

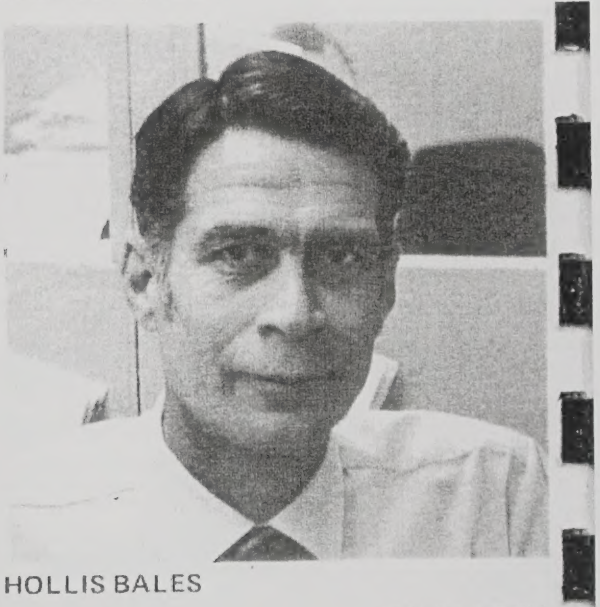
The test equipment is housed in a 20- by 20-foot building on a floating platform anchored in the center of the quarry. The engineers doing the testing use a 20-foot pontoon boat to get from the shore to the floating building.

Gebhard says Magnavox still used Dugger Lake several times during the past year, because some of the necessary test equipment will not be installed at the quarry until later this year. But he notes that Magnavox engineers have averaged two to three trips to Lapel each week. "And when our test equipment is completely installed, we expect to do all of our acoustic testing at LA-27," he says.



Sonobuoy acoustic test equipment at LA-27 is housed in a 20- by 20-foot floating building anchored in the center of the quarry.

Magnavox Facility LA-27 is a former limestone quarry on the outskirts of Lapel, Ind. A six-foot cyclone fence surrounds the quarry to keep out intruders, though no classified material is kept at the site.



HOLLIS BALES

P.C. Board Operation relocates to Whitley County

July 1987

Remembering highlights of work at the Angola Facility

(The following are a few of the highlights that took place between the opening of the Angola Facility in October 1984 and its closing in July 1987)

- Maintaining run rates during the initial move into the facility
- Initiating the MICS/PICS computerized scheduling system to track the manufacturing flow
- Installation of trams for the new break area
- Installation of air conditioning
- Formation of two MAGIEC Circles
- Producing 6,000 P.C. boards per day (with a peak of 9,000 boards per day)
- Maintaining scheduled requirements with good efficiency reports
- Maintaining product quality
- Placing an estimated ¼-million total piece parts per day
- Maintaining a three-shift manufacturing operation
- Expanding the staff from approximately 70 employees to a peak of 205

Angola Facility:

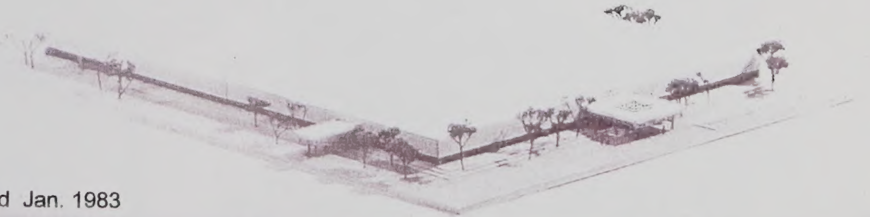
Garrett and Angola graduates of the Group Leader Development Seminar on Thursday, June 27, at Greenhurst Country Club, were: (front row, left to right) **Linda Johnson, Roxanne Payton, Barb McCool** *and* **Linda Brady**; *(second row, left to right)* **Regina Duke, Holly Tulley, Goldie Mitchell** *and* **Tammy Terrill**; *(third row, left to right)* **Charlie Foust, Judy Hughes, Karen Tanner** *and* **Denise Shaw**; *(fourth row, left to right)* **Su Dickerson, Marilyn Cramer, Barb Kjendalen, Carol Hathaway** *and* **Barbara Jacobs**. *(***Phil Shultz** *was among the graduates but was unavailable for the photograph.)*

'We were very close, like family'

***John Pate** (left), most recent Manager of the Angola Facility, and* ***Chuck Putterbaugh**, former Manager of the Angola Facility, agreed that the "feeling of family" among the employees made their time at that facility enjoyable.*

140,000 square feet

New MESC facility to open in January in Whitley County

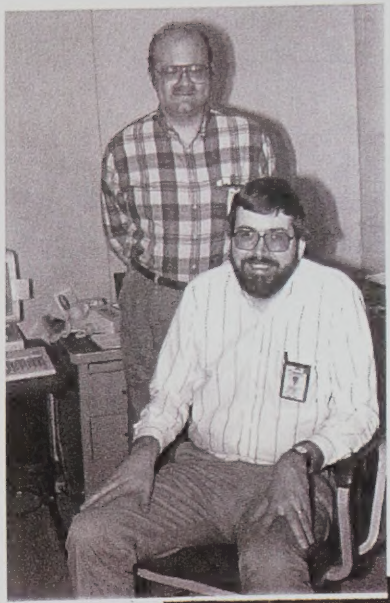


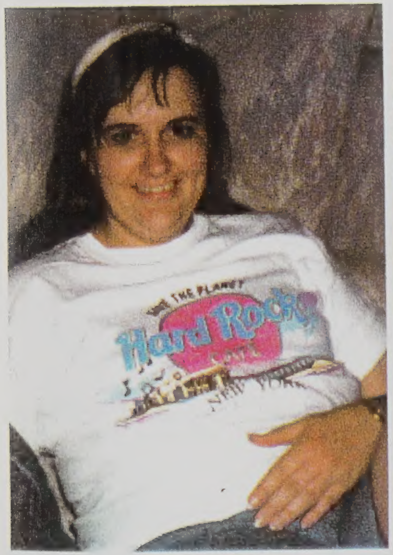
opened Jan. 1983

The new Magnavox Electronic Systems Company plant near Columbia City, Indiana-is scheduled to open in January. The estimated $5 million building is located on part of a 71-acre tract at the northeast corner of the U.S. 30 · CR600 East intersection in eastern Whitley County.

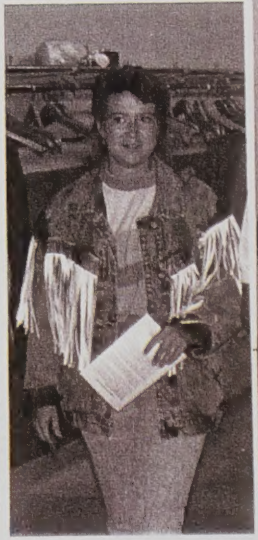
Measuring 140,000 square feet, the facility will initially house part of the Magnetics production operation being transferred from the Auburn plant. By the end of third quarter 1983, the entire Magnetics production unit will be relocated to the Columbia City plant, and implementation stages of the Sgt. York (DIVAD) program will commence at the new plant in early 1983.

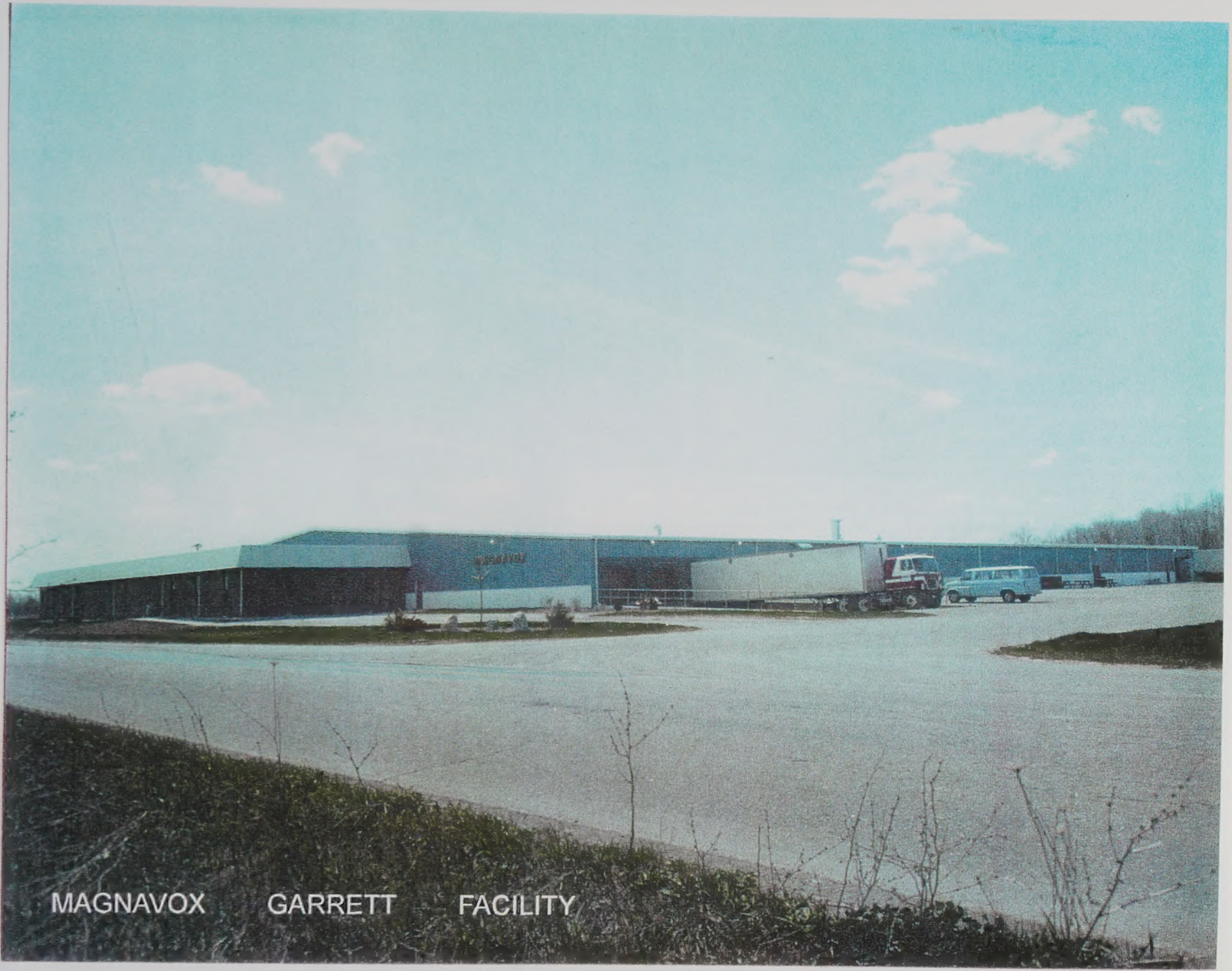
The Sgt. York program consists of the production of electronic proximity fuzes for 40mm shells manufactured for the Department of Defense by Ford Aerospace. Production of the fuzes will begin in early 1984, and then shipped to various Ford plants where they are to be implanted in the projectile tips of the shells




SAVE THE PLANET
Hard Rock CAFE
NEW YORK

SHARON SMITH





MAGNAVOX GARRETT FACILITY

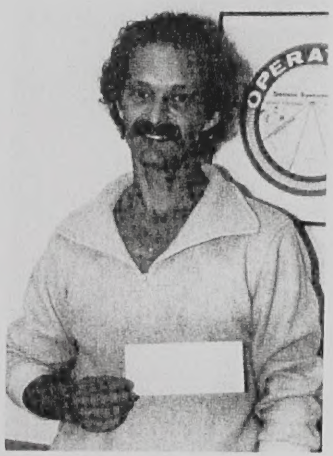
AUBURN, INDIANA

Manufacturing (Auburn, IN)

Deborah Morrow

Judith Hughes

FZU-39/B Program Manager Kirk Greene (left) presents a Validated Supplier Award plaque from Alliant Techsystems to Charlotte Wilson (center) and Nancy Combs. Wilson is Team Coordinator in the FZU-39/B Board Shop at WC-15, and Combs is Team Coordinator in the FZU-39/B production area. Their coworkers gathered around the kanban pull-manufacturing production line.



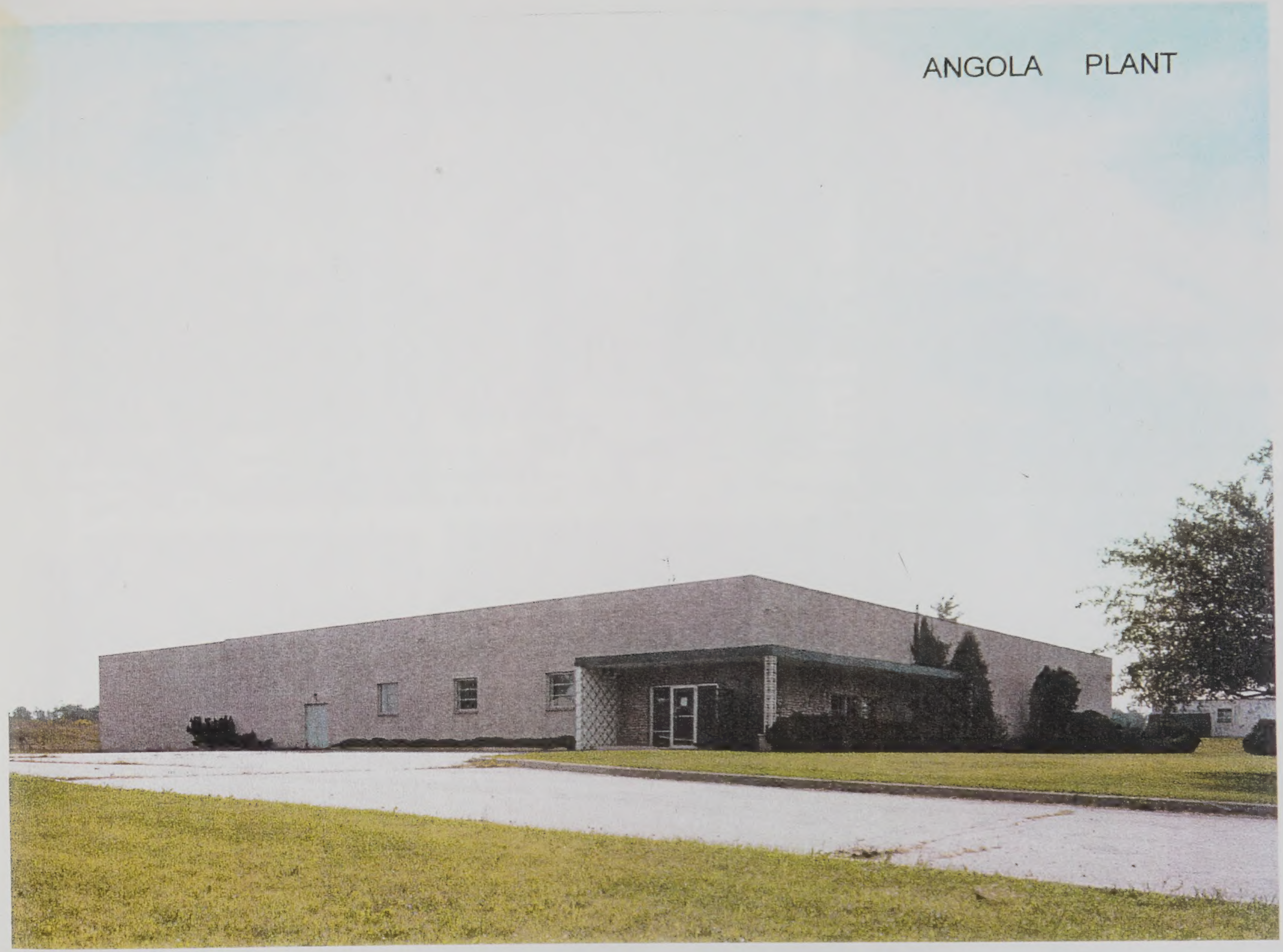
Stanley J. Gaff, Second-Shift Supervisor at the Sonobuoy Operations, won a

It's really helping . . .

Cindy L. Anderson, Assembler on the SSQ-62B at Garrett crimps a terminal to a wire. "Overall, SPC has really helped," Anderson says. "The gauge tells me whether the tightness of the crimp is staying within the proper range. Before, there was no way to tell by looking at the crimp."

This Department Participates In...
MAGIEC CIRCL
Million and Growing

LEVEL 1 CERTIFIED



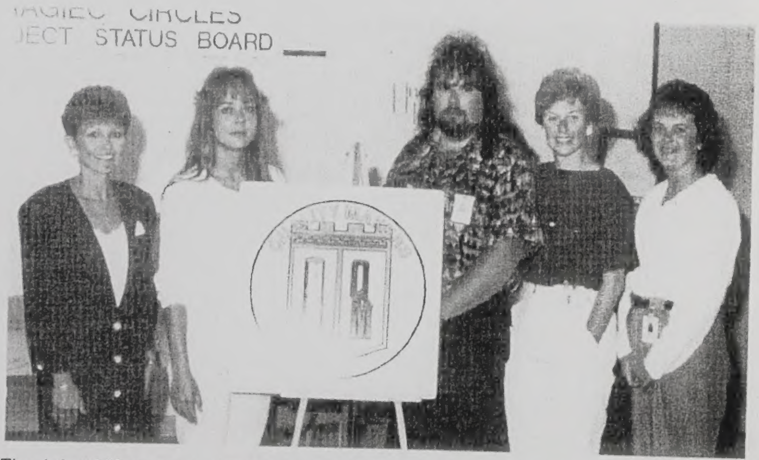
ANGOLA PLANT

(From left) Data Systems Division Vice President and General Manager David Molfenter and Communication Systems Division Vice President and General Manager James Owen present a cookie to Team Leaders Michael Davis, David Bishir, Pamela Shook and Deborah Morrow to mark the Whitley County Printed Circuit Board Manufacturing operation's achievement of Exemplary Facility Level One status.

LEVEL 4 CERTIFIED
LEVEL 3 CERTIFIED
LEVEL 2 CERTIFIED
LEVEL 1 CERTIFIED

Employees in the Whitley County Printed Circuit Board Manufacturing area celebrate achieving Exemplary Facility Level One certification.

Stinger Fuze production team members from WC-15 proudly wear their commemorative 50,000th Stinger Fuze T-shirts and display a plaque presented to Magnavox by Lt. Col. Craig.



The July 14 Management Presentation by the Quality Makers MAGIEC Circle was the 100th Presentation since the MAGIEC Circles program began in 1982. Members are (from left) Facilitator Deborah Morrow, Kelly Parker, Neil Aldrich, Micci Hoffer and Susan Somers. (Photo by David Kirk, Magnavox Photo Lab.)

Sarah Somers, **Todd Koeneman**, **Carl Hansen**, **Todd Andersen** and **Ken Walter** *prepare for the start of the Rope Running Relay. They placed first in this event.*

***Miranda Wells**, an Assembler on the Q-53 Upper Line, alerted her supervisors when the display components in the sonobuoys did not work properly.*

***Stan Gaff** awaits his turn to bowl during the Junior Achievement Bowl-A-Rama on October 11. The nine Magnavox teams raised over $2,500 that day.*

1986

sonobuoy signal

Magnavox team members rest on the edge of the DeKalb High School football field as they await their track and field events.

Magnavox wins Challenge for second year in a row

Although the floods of early October hampered some sports activities, the DeKalb County Corporate Challenge went on as usual. And for the second consecutive year, the Magnavox team came in **first place overall!**

Magnavox scored 317 overall points to win the competition, while the DeKalb School Corporation came in a close second with 312 overall points. Cooper Tire came in third with 277 overall points.

Mike Davis and **Barb McCool** spent many hours organizing the Magnavox participants for the Challenge. "We appreciate all those who signed up for events, but weren't able to play," Davis says. For example, approximately 70 people signed up for the women's volleyball team, and there were only eight spots open. Consequently, names were drawn from a hat to choose team members. The same was true for coed volleyball, where 60 signed up.

"We encourage those who sign up next year to also seek out events with

See CHALLENGE, back page

*Manufacturing Manager **Ron Gerbers** (left) scans over the results from the DeKalb County Corporate Challenge as **Mike Koeneman** points out the categories that helped Magnavox win the Challenge for the second consecutive year.*

Quick thinking commended

Angola employees seek temporary shelter during tornado alert

Concern for employee safety is always on the minds of the supervisory staff. This was illustrated once again in early October when tornado sightings were reported in Angola.

At approximately 4:35 p.m. on October 1, WLKI radio in Angola reported that a tornado warning was in effect for Steuben County. After hearing the broadcast, second-shift Technical Foreman **Dave Bishir** and second-shift Supervisor **Rick Farison** stepped outside the Angola Facility to observe the weather conditions. At 4:50 p.m., the two men heard sirens and bulletins from mobile law enforcement vehicles that were patrolling the area. These officials were warning residents to take cover.

At that time, Bishir and Farison noticed a suspicious group of clouds developing over the horizon, but could not tell if the clouds were part of a tornado. Based on sky conditions and radio and local law enforcement bulletins, the two decided to direct second-shift personnel to the basement area of the building. This was accomplished in a calm and orderly fashion, according to Bishir.

Shortly after that, the fierce weather conditions dissipated. At approximately 5:10 p.m., employees returned to their work areas with only 20 minutes of production time lost. Manufacturing Manager **Ron Gerbers** commends these employees on their quick thinking. "We need to safeguard the well-being of our people by all means," he says. "Taking those precautions was certainly in order."

1986

(From left) Inspector **James Rice Jr.** and Inspection Supervisor **Tereasa Martin** hold the 400th SSQ-77A sonobuoy that came off the Upper Line on Wednesday, August 13, as Mate to Final Assembly Supervisor **Coleen Steward** and Assembler **Cathy Price** display the 400th buoy that passed through Final Inspection.

Hayward, Pierson and Lint honored as Employees of the Month

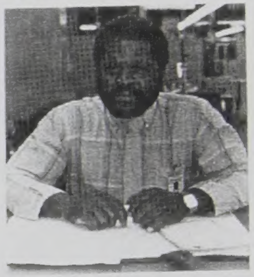
Ruth Hayward, Board Line Inspector in Dept. 486, is the June Employee of the Month at Angola. Hayward has been with Magnavox for two-and-a-half years. "Ruth is a very quality-minded inspector and has saved Magnavox a lot of time and money by preventing several problems," states **Tony Feichter**, Technical Supervisor. "She handles these problems in a very professional manner and works very hard to see that they get resolved."

Carol Pierson, an Assembler in Dept. 236, is the June Employee of the Month at Garrett. She has been with Magnavox for one year, three months. "Carol has a very positive attitude about her work and is very enthusiastic and energetic. She knows all the jobs in her area and does them all well," states **Deb Walters**, Assembly Supervisor on the Q-53 Upper Line and Cable Pack areas. "She is very encouraging to new employees and works well with everyone."

Lisa Lint is the June Employee of the Month at Auburn. Lint is an Assembler on the Hydrophones at the Sonobuoy Support facility. She has been with the Company four years. "Lisa has a good attitude toward job assignments and a very good attendance record," states Edna Ramey, former first-shift supervisor of the Hydrophone Line.

Ladd and Hatch take new sonobuoy positions

Ron Ladd was promoted to Quality Control Analyst on June 9. Ladd, who was previously a second-shift Final Inspector on the Q-53, is currently in training on second shift for his new position. When his training is complete, he will be assigned to third shift, with primary responsibility for Quality Control of the Q-77 Rework line.



Arlie Hatch has joined Magnavox's Sonobuoy Operations as second-shift Production Foreman on the SSQ-53B at Garrett. Hatch assumed his new responsibilities on May 19. A Fort Wayne native, Hatch returned to this area following five years with the Richmond Tank Corp. in Texas. His hobbies include rugby and karate.

5-Year Service Anniversaries

September 1986

Drucilla Combs
Rex Deetz
Barry Dibble
Linda Eberhard
Susan Elliott
Lorri Ford
Barbara Hall
Virginia Hansen
Margo Housel
Carol Kaylor
Michelle Knight
Melvin Moore
Laura Phillips
Joyce Shoudel
Lisa Sutorius
Tina Terry
Lori Wilcox
Rebecca Wilmot
Susan Zeisloft

Sonobuoy Operations Group Leaders who participated in the Group Leader Development Seminar May 14 through June 11 display their graduation certificates, following a luncheon and graduation ceremony at the Greenhurst Country Club on Thursday, July 24. Participants were: (front row, left to right) ***Minnie Wimes, Sue Parrish, Sherree DePew, Diana Haugk****; (center row, left to right)* ***Karole Bednarczyk, Pat Shultz, Kathy Shields, Debbie Goings****; (back row)* ***Pat Clark*** *and* ***Richard Motley****. Participants unavailable for the photograph were* ***Paul Collins, Jeff Eby*** *and* ***Chris Molargik****.*

Tami Nivens, third-shift Tester on the SSQ-53B sonobuoy at Garrett, displays some of the artwork she has created. From right: a photograph, an urn made through the Raku process and a metal-and-wood goblet.

Scott, Sharp and Kolbe honored as Employees of Month

__Linda Scott__, a Tester in System Test for the Lower Board, is the October Employee of the Month at Auburn. Scott has been with Magnavox for six years.

Angola's Employee of the Month for October is __Lisa Sharp__, an Assembler on the 116 Board Line. Sharp has worked for Magnavox for one year.

The October Employee of the Month for Garrett is __Becky Kolbe__, an Assembler in the Warehouse. She has been with the Company for four years.

Alert employee helps prevent possible drop failure

A worker at the Sonobuoy Support Facility in Auburn helped to prevent a possible drop failure in early October.

On October 2, **Linda Scott**, Tester, was temporarily working in the stack inspection area. Approximately 15 minutes after moving to this job, she noticed a component that was damaged on the lower board. She monitored successive boards and noticed the R-7 resistors were damaged on a large percentage of the boards.

She notified her supervisor, **Bill Goff**, and the suspect units were pulled out for rework. Upon investigation, Goff says 2,000 questionable boards were discovered. "We see occasional problems," he says, "but this is the first of that type we've seen."

Goff notified the Quality Control personnel at the Angola Facility. And, at that point, the Engineering Department stepped in to help establish in-depth screening criteria to check the suspect units. Approximately 500 of the suspect boards needed correction. The repair on these boards was a three-step procedure.

Welcome new employees

Please welcome two new Senior Instrument Lab Technicians, **James Yentes** and **Josef Weinberger**, to the Angola Facility. Their duties include work on the insertion machinery and computer repair.

Gerig, Holiday and Dove are September Employees of the Month

__Merry Gerig__, an Assembler on the Hydrophone Line, is the September Employee of the Month at Auburn. Gerig has been with Magnavox for one year. Virginia Workman, Supervisor on the Hydrophone Line, notes, "Merry is an excellent person to work with and to be around. She gets along well with people and is a very good worker."

__Liz Holiday__, an Assembler in Auto Insert, is Employee of the Month at Angola. Nominating Holiday for this honor, 3rd Shift Supervisor Conrad Roemke said, "Liz is very versatile. And she is the best person I could ask to act as backup operator on any of the jobs in her department." Holiday has been with the Company for two years.

__Kathy Dove__, an Assembler in the Warehouse, is the September Employee of the Month for Garrett. Marty Inlow, Manufacturing Supervisor in the Warehouse, says, "I depend on Kathy when I need any special projects completed, because I know it will be done right the first time." Dove has been with Magnavox four years.

Editor: **Jerry Petrie**, Ext. 7685
Assistant Editor: **Coleen Easterday**, Ext. 4777

Assistants: **Betty Maley**, **Diane Hazelton**, **Carol Easterday**, **Kay Bednarczyk**, **Nita Brockway** (Angola), and **Donna Bauman** (Angola)

__Denise Brown__ and her husband, Randy, received flowered leis as they began their Hawaiian vacation last April. The trip was the Grand Prize in the 1985 United Way/Humanity Fund Sweepstakes. The 1986 campaign is October 13-17, and a dream vacation will once again be awarded to a lucky contributor.

Two MAGIEC Circles at the Angola Facility received their certificates on August 22. __Jim Thompson__, Vice President and Director of Operations for the Sensor Systems Group, presented certificates to the participants, and __Chuck Putterbaugh__, Angola Manufacturing Manager, handed out membership pins at the presentation. Members of the Board Busters MAGIEC Circle are (front row, from left) __Sandra Kumfer__ and __Kris Daniels__, and (back row, from left) __Lisa Sharp__, __Micci Hoffer__, __Tammy Wagner__, __Jeanette Coats__, __Edna Hall__ and __Cecil Freeburn__. The other MAGIEC Circle is known as TNT (Trying New Techniques). Members of this group are (front row, from right) __Diana Olson__ and __Ruth Hayward__, and (back row, from right) __Judith Bradtmiller__, __Michele Barth__, __Jeri Treesh__ and __Diana Graham__.

Smiles abound as **Paul Goodrich** *(third from right) celebrates 25 years at Magnavox. Congratulating him are (from left)* **Vance Murdock, Kris Daniels, Chuck Putterbaugh, Jean Meyer** *and* **Tony Feichter.** *To commemorate the occasion, Goodrich received a gold watch.*

Virginia Workman *is the new first-shift Supervisor on the Hydrophone and Bulkhead Lines in Auburn. Workman, a 20-year Magnavox veteran, transferred from Facility 3 in Fort Wayne on June 17.*

Chuck Kleman *(left) and* **Norm Zartman,** *General Foremen over the SSQ-77A sonobuoy, discuss the recent success of the Q-77 program, amid flats of completed buoys in the Accumulation area at Garrett.*

Su Dickerson *and* **Brian Prosser** *were elected to the NMAA Board of Directors on Monday, April 14. Dickerson and Prosser work on the second shift at Garrett.*

Beth Jafri

Two Electrical Engineers joined the Garrett facility in June. **Robin Stewart** *(left) is now working in Production Engineering for the SSQ-53B, while* **David Richards** *works in Production Engineering for the SSQ-77A.*

Jack Lemler, *second-shift General Foreman on the SSQ-53B line, displays the trophy he won as a member of the first-place team in the Izaak Walton Winter Trap League. Lemler, who has been an avid trapshooter for the past 20 years, says he has an average of 21 hits out of 25 shots at each meet. He encourages other employees interested in trapshooting to investigate the Magnavox Trap League, which meets at the Saint Joe Conservation Club, Saint Joe, Ind., at 6:30 p.m. on Wednesdays. "I'd be there if I weren't working second shift," he says.*

Employees of the Month honored at Angola, Auburn and Garrett

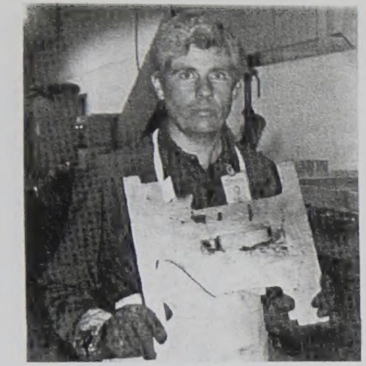
Micci Hoffer, *an Assembler, was the July Employee of the Month in Angola, and* **Nita Brockway,** *a second-shift Tester, is the Employee of the Month for August.*

Can Giang, *a second-shift Inspector, was the July Employee of the Month at Auburn. (***Joyce Shoudell***, the August Employee of the Month at Auburn, was not available for this photograph).*

James Rice Jr., *an Inspector on the Upper Mate Line, was the July Employee of the Month at Garrett; and* **Wilda Whitt,** *a second-shift Assembler in the Battery Room, is the August Employee of the Month.*

Garrett welcomes back Bobbie Butler

Bobbie Butler has returned to Garrett as Supervisor on the Q-77 Upper Line. Butler worked at Garrett from November 1984 to February 1985. Then she transferred to Fort Wayne as a Supervisor on the Pacer Speak radio. She returned to Garrett on April 7. "I love it here," she says. "The people here are real nice people to work with. It's like I've come home again."



Tom Newton displays the shield he designed to help eliminate thinner evaporation and splashing of material on the Grid Coat Machine in the Battery Room.

Kennerk, Brown and Carper named March Employees of the Month

John Kennerk, third-shift Inspector on the SSQ-53B sonobuoy, is the March Employee of the Month at Garrett. John attained two years of Magnavox service on March 19.

Denise Brown, an Assembler in Dept. 136, is the March Employee of the Month at the Sonobuoy Support Facility in Auburn. Denise has four years of service at Magnavox.

Barbara Carper, third-shift Tester in Dept. 446, is the March Employee of the Month at Angola. Barbara has been with Magnavox since December 1980.

(From left) MESC Vice President and Director of Industrial Relations **Jim Thompson**, Manufacturing Manager Ron Gerbers and SSQ-53B Assembly, Inspection and Test Manager **Dave Shultz** display the photographs presented to Magnavox's Sonobuoy Operations on behalf of the U.S. Navy by **G. Sherwood Smith** (right), MESC Vice President and General Manager, Sensor Operation.

Richard Yard is helping **Jackie Suter** learn to communicate through sign language.

Zolman, Chorpenning and Kline honored as Employees of the Month

Neal Zolman, Omni Robot Operator on third shift, is the May Employee of the Month at Garrett. Neal has been with Magnavox for two-and-a-half years. "Neal's input has helped improve the run rate on this equipment," states third-shift Supervisor Mark Knuth. "He is very cooperative and has a high standard of work quality. His conduct, attitude and judgment are excellent, and his leadership in the area has been greatly appreciated."

Jim Chorpenning, Tester on the Lower ATE, is the May Employee of the Month at Angola. "Jim has displayed great adaptability to any test position assignment. He works closely with the troubleshooters to obtain information about his station and to increase output and decrease rejects," states Dave Bishir, Technical Foreman. Chorpenning has been with Magnavox four years.

MILLING AND EXTRUDING
GARRETT

Gerald Kline is the Employee of the Month at Auburn. Kline is an Assembler in the Rubber Room at the Sonobuoy Support Facility. He has been with the Company four years. "Gerald's positive attitude and good work habits have helped improve the productivity and quality of the Rubber Room," states Foreman Jack Lemon.

1986

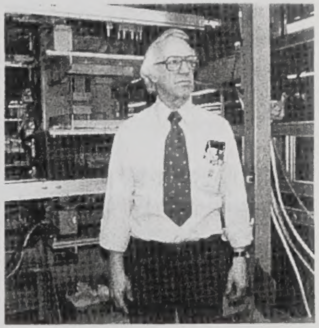
Employees of the Month: Jean Haynes, Phuc Ho and Denise Mann

Jean Haynes is the April Employee of the Month at Garrett. She is an Inspector in Repair on the Q-53. "Jean does an excellent job in the lifted circuit area, which is one of our most critical repair areas. She has a very good attitude and works well with people. She is also very dependable, and she learns new jobs easily," notes Doug Schultz, Inspection Technical Supervisor.

Phuc B. Ho, second-shift Robot Operator, is the April Employee of the Month at the Sonobuoy Support facility in Auburn. "Ho's work is excellent. He runs the IGOR robots and is super-conscientious. He cares about both the quality and keeping the run rates up. He tries to anticipate problems before they happen, and he has a super attitude," states Ward Craft, Second-Shift Lead Foreman.

Denise Mann is the April Employee of the Month at Angola. Denise is an Auto Insertion Operator on second shift. "Denise shows abilities to tackle any job put before her. She has a willingness to learn new jobs, and she is able to operate all auto-insertion equipment capably. She shares her knowledge of problem solving with her co-workers. She is a definite asset to the Auto Insertion Department," says Pam Shook, Second-Shift Supervisor in the Auto Insertion Department.

Kris Daniels (left) and Tony Feichter lead the two new MAGIEC Circles at Angola.



*Technical Foreman **Marv Piebenga** stands amid the control consoles of the new Hirata test system recently installed at Garrett. According to SSQ-53B Assembly, Inspection and Test Manager **Dave Shultz**, "The system will soon be turned over to production from engineering. This system will perform automatic tuning and testing of the Q-53 transmitter boards. The automatic tuning is designed to give us more consistent performance of the buoy in the field."*

Coats, Shaw and Christlieb named January Employees of the Month

*Angola's Employee of the Month is **Jeanette Coats** Assembler on the Flow Solder Machine. "She knows and understands the flow solder machine and does an excellent job of maintaining and operating the machine," says **Tony Felchter**, Supervisor of the Flow Solder Board Line and Hand Insert Assembly*

***Denise Shaw**, a Winder in the Coil Winding Department, is Auburn's Employee of the Month for January. "Denise has a good attitude, and the quality of her work is excellent," says **Ward Craft**, Second-shift Foreman of the Support Area.*

*The January Employee of the Month at Garrett is **Daren Christlieb**, Repair Operator on the SSQ-53B Drag Line. "Daren has excellent leadership quality and can do every job on- and off-line in my areas," says **Brian Prosser**, Second-shift Supervisor of the Q-53 Drag Line.*

***Ron Gerbers**, Manufacturing Manager for Sonobuoy Operations, points out the decline in sonobuoys ordered by the U.S. Navy. He was speaking with first-shift Angola employees during a meeting on January 9.*

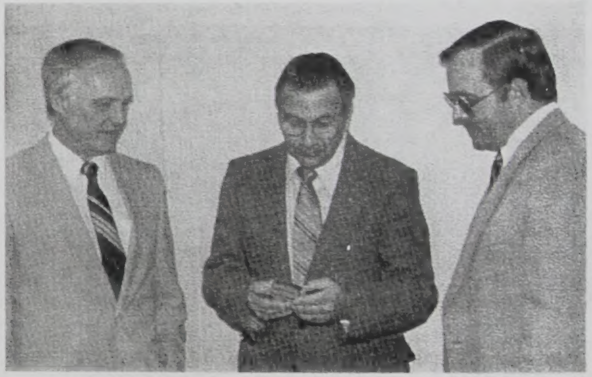
One of the highlights of the January 8 Facility Advisory Council training conference was a practice meeting which featured 15 of the attendees.

January
1987

***Phil VanDerbosch**, Administrative Associate, presents the January 1987 Good Housekeeping Award to **Jake Jacobs**, Supervisor of the SSQ-77A Lower Unit Assembly. Jacobs accepted the award on behalf of employees who work on the Q-77 Lower Unit Assembly.*

***Dave Shultz**, (left) former Assembly, Inspection and Test Manager of the SSQ-53B, congratulates **Marlene Steinman** on her January 9 promotion to Manufacturing Foreman for the Q-53.*

***Dee Westerman**, Sr. Technician at the Angola Facility, celebrated 25 years of Magnavox service on November 6.*



***Chuck Pullerbaugh** (left), Manager of the Angola Facility, and **Ron Gerbers** (right), Manufacturing Manager for Sonobuoy Operations, congratulate Technical Foreman **Vance Murdock** on attaining 35 years of Magnavox service.*

PC Operations will relocate to Whitley County

When the Sonobuoy Printed Circuit (PC) Operations expanded into the Angola Facility in October 1984, the leased facility was seen as a temporary solution to the growth of the Sonobuoy Operations. "We thought we would be in the facility approximately 18 months, based on business expectations at that time," said **James T. Thompson**, Vice President and Director of Operations for the Sensor Systems Group.

Now, approximately 28 months later, employees at the Angola Facility have learned that the PC board production operations will be relocating to Whitley County Facility 25 in mid-summer of 1987. Angola employees were notified of the relocation during meetings in the facility's cafeteria on Tuesday, February 10.

"The decision to close this facility (Angola) was painful, as it has been a successful, efficient operation due to a dedicated and capable workforce," Thompson said. "However, the Whitley County facility is owned by Magnavox, and space is available there. It will also be easier to support the PC board operations in Whitley County, because the Marine Systems engineering staff is located there, and the production materials are received in Facility 25."

He said, "This is certainly not a decision we took lightly, because of the impact on many of our employees."

In addition to the relocation, it was also announced that production work shifts will be reduced as of April 1. At Garrett, the SSQ-77A line will run at full production first shift and partial production either second or third shift. The SSQ-53B will operate two full shifts. The Auburn Support Facility will operate a full first shift and a partial second and third shift. Between April and July, there will be 95 employees working on a full first shift and partial second or third shift at Angola.

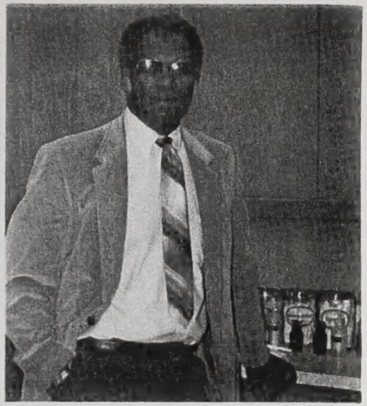
On hand to discuss the relocation decision and answer employees' questions at the February 10 meeting were Thompson, **Richard R. Smith**, Director of Industrial Relations for the Sensor Systems Group, and **Robert K. Alexander**, Director of Manufacturing Operations for the Sensor Systems Group.

Also participating in the discussion were Personnel Manager **Max Onion**, Manufacturing Manager **Ron Gerbers**, Personnel Administrator **Beth Jafri**, and Manufacturing Manager at the Angola Facility **Chuck Putterbaugh**.

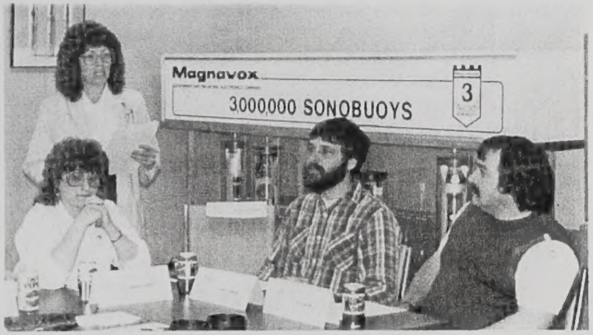
Magnavox
3,000,000 SONOBUOYS
3

***Mike Davis** (standing), Leader of the Management Miracle Makers*

*M&C Railroad MAGIEC Circle members **Janice Ghent** (front row, third from left) and **Marlene Steinman** (front row, far right), congratulate several Garrett employees who recently completed MAGIEC Circle Techniques Training. These employees include (front row, from left): **Kathy Smith**, **Sally Fike**, Ghent, **Kathy Grawcock** and Steinman; (back row, from left) **Janice Cordes**, **Kris Longsworth**, **Tawny Curtland**, **Lucy Freese** and **Les Strong**.*



Jeff H. Towles, M.D.



***Marlene Steinman** (standing), Leader of the M & C Railroad*

February Good Housekeeping Award presented to Garrett's SSQ-77A Array Assembly area

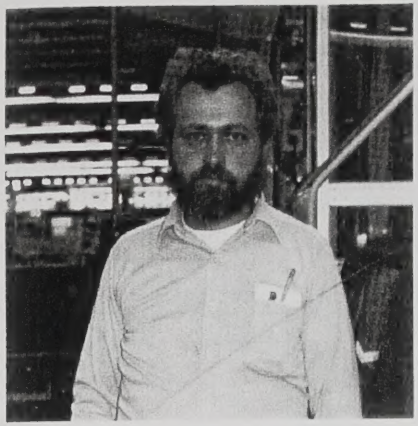
*Manufacturing Manager **Ron Gerbers** presents the February 1987 Good Housekeeping Award to **Mike Koeneman**, Supervisor of the SSQ-77A Array Assembly. **Phil VanDerbosch**, Administrative Associate, says, "It's interesting to note the improvement each area has made since the program began." The February radio winner was **Kathy Rohlof**, Assembler on the Q-77 Array Assembly.*

Schaefer, Sluyter and Miller named Employees of the Month

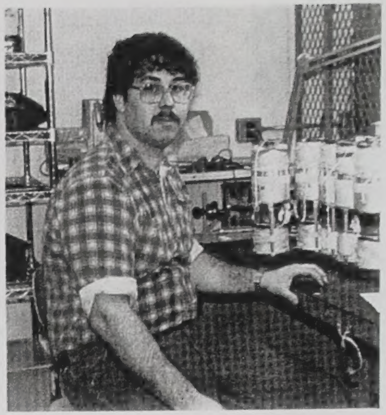
***Peggy Schaefer**, Assembler on the SSQ-53B Lower Mate Line, is the March Employee of the Month at Garrett. "Peggy is an excellent employee who knows all the jobs on the carousel. She is willing to work hard, help others and strive to build a quality product," says Marlene Steinman, Manufacturing Foreman for the SSQ-53B.*

*The March Employee of the Month for Auburn is **Clara Sluyter**, Tester in System Test for the Lower Board. "Clara is a fine example of a hardworking employee. She is always willing to help whenever she is needed," says David Ackerman, Supervisor of Test and Inspection. Sluyter says she enjoys assisting new employees.*

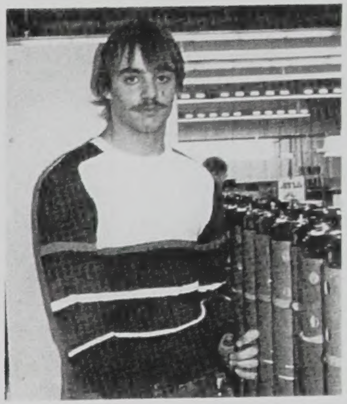
*Angola's Employee of the Month for March is **Butch Miller**, Assembler. "He is self-motivated, cooperative and has a positive attitude," says Kris Daniels, Second-shift Supervisor. Miller, who worked at the Angola facility since November 1985, transferred to the Industrial Electronics Division on Monday, March 16.*



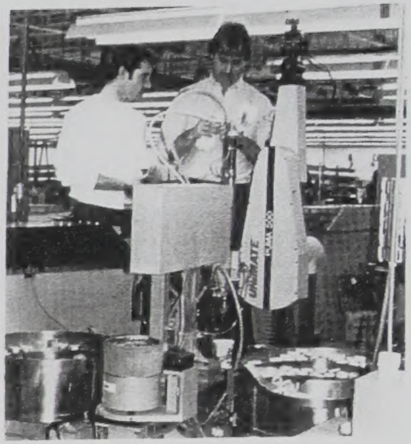
Ron Perkins *has been assigned to the Product, Process and Productivity Enhancement (P^{3}E) program for the SSQ-77A sonobuoy.*



***Bob Leon** submitted cost-saving suggestions valued at approximately $44,000 during 1985 as part of the Company's Value Engineering/Cost Improvement (VE/CI) Program.*



Please welcome ***Tom Sturges*** *back to Garrett. Tom was recently promoted from Technician on the third shift at Angola to Garrett's Facility Maintenance department on first shift. Prior to his transfer to Angola, approximately one year ago, he had worked at Garrett for approximately eight months.*



Robot Operator ***Dan Maxwell*** *(left) and Instrument Lab Technician* ***Mark Spitnale*** *perform routine maintenance on IGOR-II side C during a shutdown of the robot.*

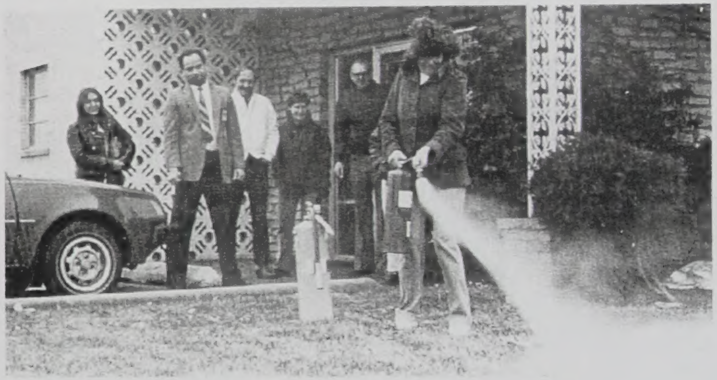
Occupational Health Nurse **Mary Lou LaTurner** has a busy schedule. In February alone, LaTurner provided immediate health care to 645 employees in need. These included people at all the Magnavox facilities in DeKalb and Steuben Counties.

Greenfield assists break area patrons

Shon Greenfield is the ARA Services Vending Hostess at the Garrett facility.

1986

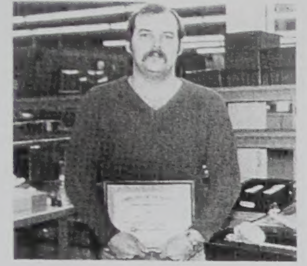
Angola personnel learn to use extinguishers



Pat Clark** (right) practices using a fire extinguisher at Angola on Wednesday, March 12, as (from left)* ***Barbara Carper, Duane Saunders *(Safety Administrator),* ***Paul Goodrich, Charlotte Foust*** *and* ***Conrad Roemke*** *observe. Saunders was on hand to instruct Angola personnel on the use of various types of extinguishers. But he stressed, "The Company* ***does not expect*** *you to fight fires and put yourselves in danger. Sometimes a small fire can be controlled without endangering yourself. But otherwise, fire fighting is left up to the fire department!"*

Two January Employees of the Month honored

Craig Johnson is the January Employee of the Month at Garrett. Craig is a Material Handler on the SSQ-53B line who has worked at Magnavox since April 1982.


Stan Randol is the January Employee of the Month at Angola. Stan is an Assembler who will celebrate four years of service with Magnavox in March. He transferred to the Angola facility when it first opened in October 1984.

Colleen Myers was the December Angola Employee of the Month. Colleen is an Assembler on the board line and has worked at Magnavox nearly four years, first at Garrett, transferring to Angola in October 1984.

Ken Pepin, an Assembler in the Battery Room, was the December Garrett Employee of the Month. Ken has worked on the second shift at Garrett for 10 months.

January promotions for Meyer, Bishir

Jean Meyer (left) and **Dave Bishir** (both at Angola) earned promotions effective January 4. Meyer was promoted from Production Supervisor to Production Foreman, and Bishir was promoted from Technical Supervisor to Technical Foreman.

Mike Davis, Rick Farison receive promotions

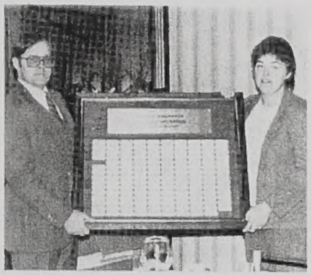
Mike Davis was promoted to Battery Room Foreman, effective January 6. His former position was Manufacturing Supervisor in the Battery Room.

Rick Farison was promoted to Manufacturing Supervisor at Angola, effective November 9, 1985. His previous position was Inspector.

Safety experts inspect Assembly Robot

(From left): **Mary Vondran**, Chemist with the Chemical Engineering Department in Fort Wayne, **Duane Saunders**, Safety Administrator, **Mike Koeneman**, Foreman, Dept. 236, and **Jim Helm**, Safety Manager, inspect safety features on the Automatic Omni Assembly Robot used in Q-77 production. Safeguarding shields have been installed on this machine to assure that an operator will not inadvertently place a hand in the way of one of the machine's pre-programmed movements and thus be injured.

When **Nancy DePew** (left), Assembler in Dept. 136, called Production Engineer **Curt Hartman's** attention to some defective sea anchors, the lot of SSQ-53B buoys she was working on was saved from almost certain field failure.


The names of all Employees of the Month at Garrett will be inscribed on the large plaque that **Deb Walters**, member of the Management Miracle Makers MAGIEC Circle, presented to Manufacturing Manager **Ron Gerbers** at the January 14 banquet in honor of the 1985 Employees of the Month.

DePew, Kumfer, Zerns earn Company recognition

Nancy DePew, an Assembler on the SSQ-53B line with four years of service at Magnavox, is the Garrett Employee of the Month for February. DePew currently has 23 months of perfect attendance, a factor in her selection for this honor.

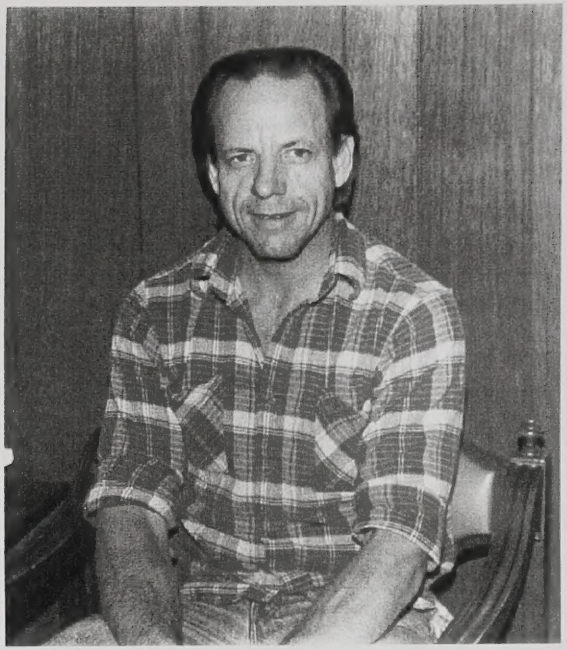
Sandra Kumfer, a Material Handler in Dept. 436, is the February Employee of the Month for the Angola facility. Kumfer has four years of service with Magnavox, starting at the Garrett facility and transferring to Angola in January 1985.

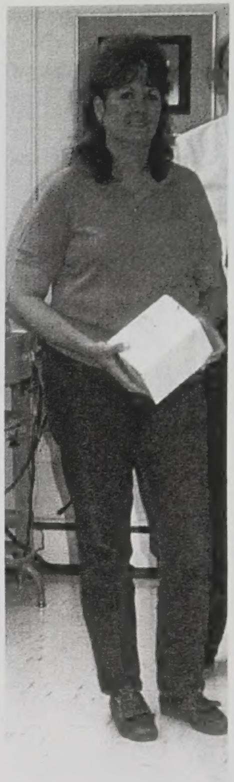
Jennifer Zerns, an Assembler in Dept. 136 at the Sonobuoy Support facility in Auburn, was selected in February as that operation's first Employee of the Month. Zerns will achieve four years of service with Magnavox on March 29.

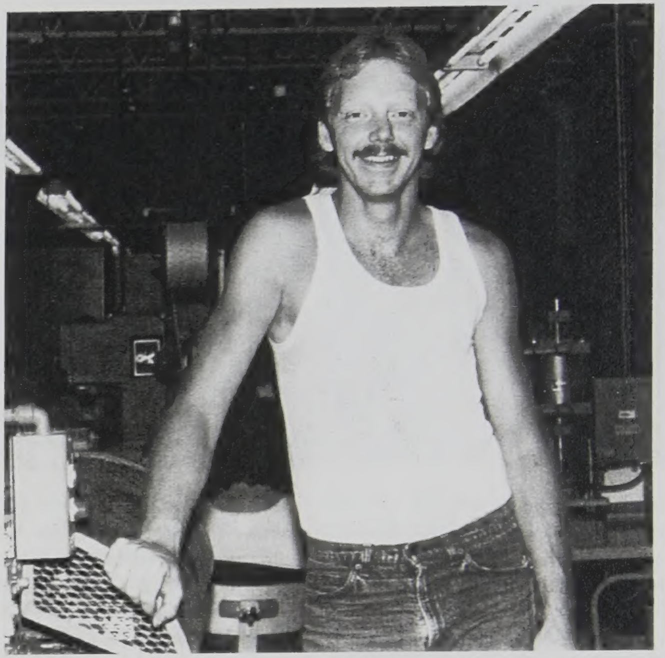
1986

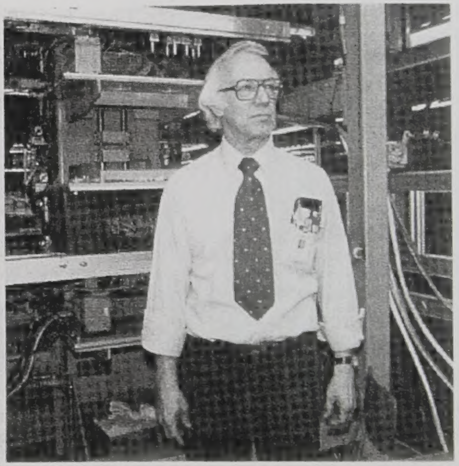
Sonobuoys crucial to Company history

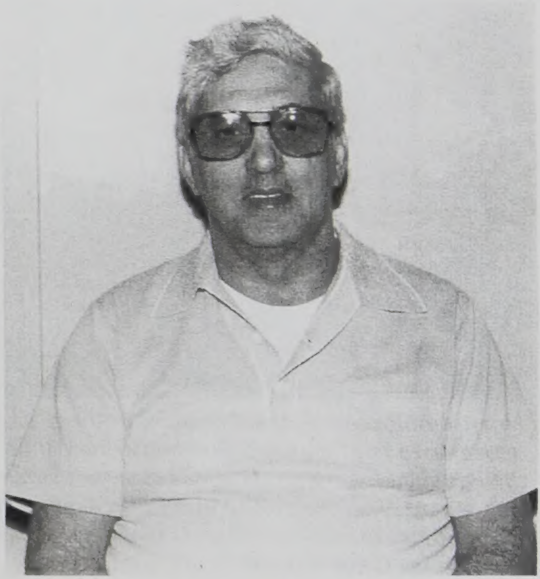
Founded March 6, 1911, Magnavox celebrates its 75th anniversary this year. For 35 of those years, Magnavox has produced sonobuoys. The first practical sonobouy, the SSQ-2B, was produced by Magnavox in 1951. But the real boost to Magnavox's sonobuoy production came in 1961, during the Berlin crisis. At that time, the government placed an order with the Company for 80,000 SSQ-28 buoys (prior to that, Magnavox was only producing 8,000 buoys per year), and Magnavox was on the way to becoming the dominant producer of sonobuoys in the world. To date, well over 3 million of these sophisticated submarine detection devices have been produced; and sonobuoy production remains a dependable mainstay of Magnavox's business.











*M&C Railroad MAGIEC Circle members **Janice Ghent** (front row, third from left) and **Marlene Steinman** (front row, far right), congratulate several Garrett employees who recently completed MAGIEC Circle Techniques Training. These employees include (front row, from left): **Kathy Smith**, **Sally Fike**, Ghent, **Kathy Grawcock** and Steinman; (back row, from left) **Janice Cordes**, **Kris Longsworth**, **Tawny Curtland**, **Lucy Freese** and **Les Strong**.*

*When employees in the Printed Circuit (P.C.) Board Operation relocated to The Founders' Building in the Whitley County Complex, their good housekeeping habits moved with them. Employees in the P.C. Board Operation's **Cut and Form Area** received the July 1987 Good Housekeeping and Safety Inspection Award. The July radio winner was **Gwen Liggett**.*

Cobble honored at Auburn in October

***Kim Cobble**, Assembler in the Hydrophone Spider Assembly area, was the Auburn Support Facility's Employee of the Month for October. "Kim is faithful in her attendance and punctuality," notes Dick Mosur, Manufacturing Supervisor.*

*The Garrett Facility's AN/SSQ-77A Employee of the Month for September is **Rosemary Rice**, Assembler in the Lower Array area. "Rose is always willing to help new operators learn the job. She helps motivate the people around her to achieve rates and quality," says Deb Walters, Manufacturing Supervisor.*

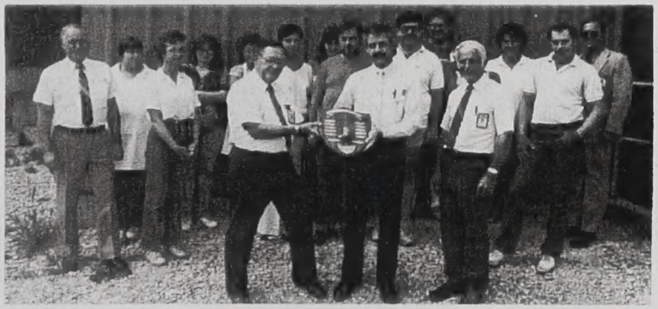
***Denise Lapierre**, Inspector for Pressur Vacuum, is Garrett's AN/SSQ-53B Employee of the Month for September. "Denis is an outstanding inspector an conscientious worker," says Marvi Piebenga, Technical Foreman. "She is self-motivated individual, and the qualit of her work speaks for itself."*

Bishop, Wonderly and Gerber each named Employee of the Month

*The Employee of the Month for July was **Linda (Mills) Bishop**, Tester for the hydrophones. "Linda is efficient, and works well with others," says Bernie Piebenga, Technical Foreman for Inspection and Test.*

***Mary Gerber**, Inspector for Reeds and Omnis in the hydrophone assembly area, was the Employee of the Month for August. "Mary is flexible and works in several inspection areas and works well with her coworkers," notes Bernie Piebenga, Technical Foreman for Inspection and Test.*

*The Employee of the Month for September is **Ronda Wonderly**, Tester in Systems Test. Bernie Piebenga, Technical Foreman for Inspection and Test, remarks, "Ronda has an excellent attendance record and is very conscientious."*



*Congratulations to the employees in the **Garrett Warehouse**, who have the distinction of winning the Good Housekeeping and Safety Inspection Award for **two consecutive months**, May and June 1987! The June radio winner was **Robert Moore**.*

Auburn Support Circles welcome newest members

Two MAGIEC Circles at Auburn Support have new members. These members were congratulated by Beth A. Jafri (far right), MAGIEC Circles Coordinator, for recently completing Techniques Training. (From left) Cynthia S. Kelham, Roelene E. Dickson and Trina L Edsall joined the MAGIECIANS, and Kathy E. Johnson joined the Sub Busters. MAGIECIANS member Deanna L. DePew was not available for the photo.

Who Am I?

"You say you love me, but sometimes you don't show it. In the beginning, you couldn't do enough for me. Now, you seem to take me for granted. Some days I even wonder if I mean anything to you at all. Maybe when I'm gone you'll appreciate me and all the things I do for you. I'm responsible for getting the food on your table, for the clean shirt (or dress) you wear each day, for the welfare of your children and your home . . . for the thousand and one things you want and need. I've kept quiet and waited to see how long it would take for you to realize how much you really need me. Cherish me, take good care of me and I'll always take good care of you. Who am I? I'm your job!"

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Magnavox

Employees begin working on team with customer

Team members for a Naval Avionics Center Manufacturing Quality Team met for th first time on Thursday, August 30. Members attending were (seated at table clockwise from left) H. William Harrah, Drucilla K. Combs, J. Chuck Shamo, Leade Dale E. Turner, Daniel G. Maurer, Brian L. Prosser, Michael L. Davis, Loren King Bret S. Brewer and Jeff Eyster. Also in attendance were (back, from left) Charles L Garrison, Eugene Kerekes and Patrick Johnstone.

THE ONIONS WERE TURKEYS — Magnavox employees, Max and Bonnie Onion, participated in th annual Turkey Invitational. Thanks to Chuck Kerekes for the picture.

Bernard Piebenga,

GLASS RETIRES – Clarence Glass, supervisor of Manufacturing Personnel Administration, celebrated his retirement at a dinner July 27. The program included a "roast" covering the 43 years he worked at Magnavox. Glass is pictured here with Dan Morgan, a former employee.

Max Onion, Assistant Supervisor of Electrical Drafting, watches design draftsman David Piper prepare a pencil layout. Information contained on these layout sheets is placed on tape and fed into the computer-directed plotting table, which in turn produces the finished drawing.

Ed Sweeny

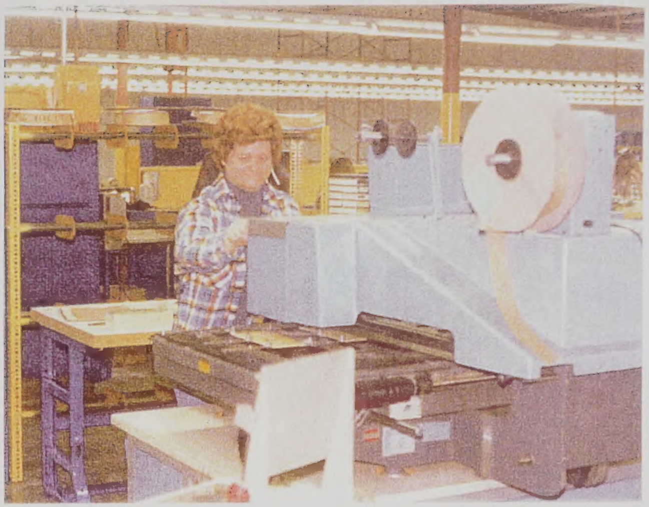
Martin, an engineering writer in

PETE RAMSEY

BOB HEIN

MAX BAGS GAME – Max Onion shows bear from hunt in Minnesota.

FT. WAYNE GROUP WITH SOME OF **OUR** SECURITY GUARDS



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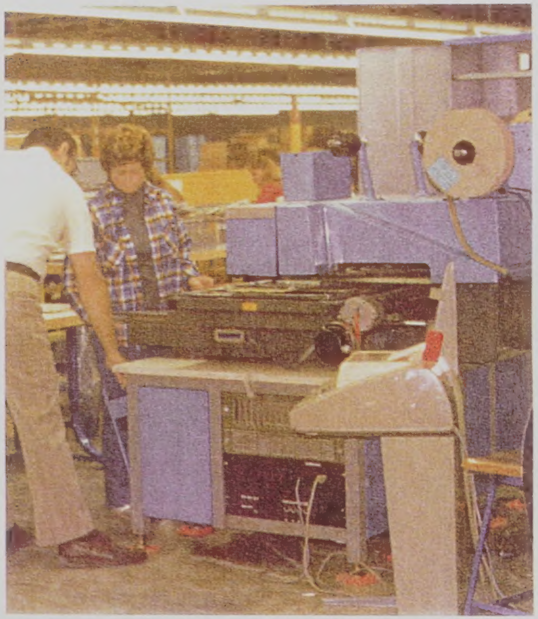


Manufacturing personnel who worked on the BLU-92/B Gator mine system body assembly gathered near the Gator production area in WC-15 to mark successful completion of the FY '87 contract. By the time final shipment is made in June, Magnavox will have delivered 50,610 units (FY '85 and FY '87 contracts combined) to the U.S. Army.

PEOPLE AND BUSINESS/May 26, 1989 3

Improved communication and better teamwork are two key elements of the cultural change being experienced at Magnavox. Here, second-shift Assembler Roxanne M. Myers, Garrett facility, talks with Director of Sonobuoy Manufacturing Operations H. William Harrah about the technique she uses to build antennae for the SSQ-53B sonobuoys.

Whitley County Employees of Month recognized and thanked

On Monday, March 27, Magnavox Whitley County Complex Employees of the Month for the past year were honored at a banquet at Club 30 in Columbia City. 1988 honorees include (from left) Constant L. Lugar, February; Charlotte A. Wilson, May; Lula J. Martin, March; Janice M. Zeeh, June, and Trudy L. Kurtz, April. Employees of the Month are selected on the basis of such attributes as attendance, cooperation, leadership and dependability.

The Whitley County Employees of the Month banquet honored (from left) Judy L. Abram, October; Sandra R. Kumfer, September; Leann Mullinix, November; Patricia A. Angel, December; and Gloria L. Shamo, October. Unavailable for the photo were Judith A. Lemish, January 1988; Joy E. Anderson, September; Lora M. Wood, November; Bradley W. Walker, December; and January 1989 honorees Berniece A. Jackson and Suyen T. Nguyen. Employees who achieved attendance milestones were also honored at the banquet.

First SSQ-62B sonobuoy rolls off line

Employees at the Garrett facility celebrated the production of the first complete SSQ-62B sonobuoy on January 20. Production Manager Norman E. Zartman (front, right) presented the sonobuoy to Charles R. Putterbaugh, recently retired Manager of Manufacturing for the Sonobuoy Operations.

Wind By Design at work in Magnetics

Members of the new MAGIEC Circle, "Wind By Design," in Magnetics at Whitley County 15 recently received certificates. They are (front row, from left) Jill A. Hendrickson, Mary L. King, Tina R. Lisk, Judy K. Will and Facilitator Lorraine A. Zolman; (back row, from left) MAGIEC Circle Coordinator Kenneth S. Law, Evie Nicodemus, Shirley A. Murphy, Gerald A. Rolston and George W. Sponaugle. Circle Member Peggy C. Adams was not available for the photo. Circle members also wish to recognize their departed member Edwina S. (Winnie) Geiger, who died on March 7.

(From left) Donovan J. Slane, Production Manager, Sandra K. Law, Group Leader, Victor J. Bonish, Supervisor, Nancy M. Combs, Group Leader, and Vickey D. Hamer, Group Leader, gather to celebrate receipt of the Fiscal Year '87/'88 contract for the FZU-39/B.

Circle members receive certificates

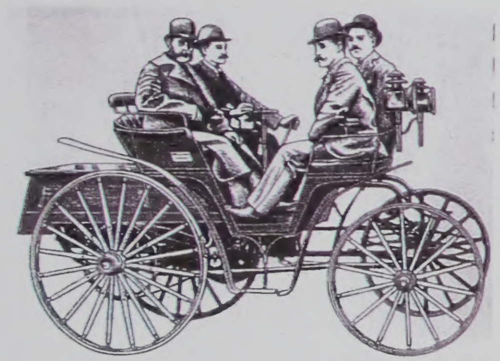
Members of "Port-A-Power," a new MAGIEC Circle in Magnetics at WC-15, received certificates on Thursday, November 3. Pictured are (front row, from left) MAGIEC Circle Coordinator Kenneth S. Law, Douglas E. Lamboley, Circle Leader D. Dean Mansdorfer, Christopher J. Furge, (back row, from left) Audrey M. Barton, Barbara J. Stanley, Linda J. Scudder, Michele L. Johnson and Randall J. Richardson. Circle member Wanda F. Murphy was unavailable for the photo.

Employees celebrate FZU-39/B contract

FZU-39/B employees celebrate the official signing of the FY '87/ '88 contract for the FZU-39/B. Deliveries under this contract will continue through November.

THE MAGNAVOX Co.

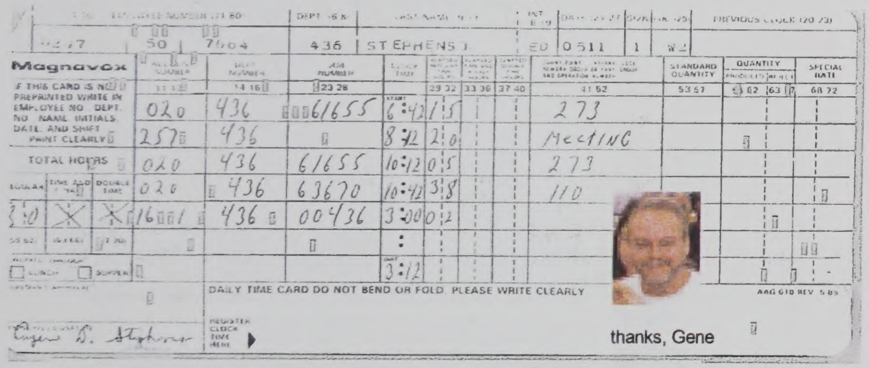
EARNS MSEE — Dave Molfenter, an engineer in the Signal Processor Department, ASW Operation, recently completed work on a master's in electrical engineering at Purdue University. Dave has been working on the advanced degree for two years.



Salaried employees have been using the on-line system since the fall of 1991. Production employees were introduced to the system in April 1993, and areas converted to the system during the next seven months.

Kent Crane, Assistant Operations Controller, says Magnavox employees used manual time cards for more than 40 years. "In that time, more than 15 million time cards were processed," he says.

Out with the old time cards, in with on-line Time and Attendance



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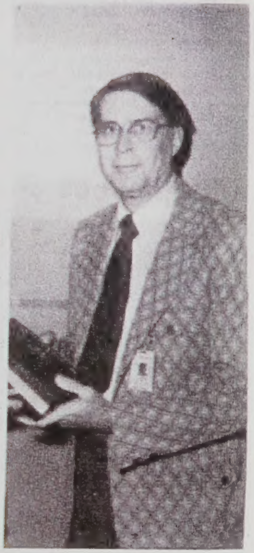
Eugene D. Stephens

thanks, Gene



Magnavox
People and Business
Vol. 7, No. 23 May 26, 1989

Team completes production on Gator contracts

In mid-June, the Control Systems Operation at WC-15 will deliver the final 6,050 units of the Magnavox BLU-92/B Gator mine system body assembly to the U.S. Army Armament Munitions and Chemical Command, Rock Island, Ill. This will mark the end of two production contracts – FY '85 (17,000 units) and FY '87 (33,610 units) – which together were valued at $12 million.

Gator is one system in the Army's Family of Scatterable Mines (FASCAM). In one configuration, the system consists of a Tactical Munitions Dispenser, a high-altitude proximity sensor (the FZU-39/B sensor produced at WC-15), 72 anti-tank mines and 22 anti-personnel mines. The system is dropped by aircraft over a battlefield. At a preset altitude, the dispenser opens, and the individual mines are deployed. The Magnavox body assemblies hold the munitions and trip lines that detonate the mines.

Manufacturing Project Manager for Gator and FZU-39/B Herbert W. Rohr (second from left) displays one of the final Gator BLU-92/B body assemblies built at WC-15. With Rohr are (from left) Marty A. Inlow, Christy W. Crooks, Mark S. Knuth, Telina L. Esterline, Tamara S. McCleary, Jeffrey A. Kissinger, Robbin A. Mauger and David A. Salisbury.

Approximately 60 production employees worked daily to assemble the units, according to **Ronald W. Gerbers**, Whitley County Director of Manufacturing Operations. He credits all personnel involved in the program with significantly reducing costs over the life of the two contracts.

"When production began on the FY '85 contract in late 1985, the per-unit factory labor cost was $50.69," Gerbers says. "By April 1989, we had reduced that to $18.59. Manufacturing personnel worked closely with Contracts, Production Engineering, Material Control, Quality Control and others to improve our processes. We listened carefully to a lot of ideas which helped reduce scrap and raise daily production. Units per day increased from 50 in early 1988 to 175 units per day by mid-June. Output has remained consistent as we approach the end of the contract."

In addition, **Albert W. Cleaver**, Director of Programs for the Control Systems Operation and Acting Gator Program Manager, says the Army has praised Magnavox for the consistently high quality of the BLU-92/B assemblies. He points out that the Army accepts the units based on a series of lot acceptance

See GATOR/Page 3

(From left) Donovan J. Slane, Production Manager, Sandra K. Law, Group Leader, Vi J. Bonish, Supervisor, Nancy M. Combs, Group Leader, and Vickey D. Hamer, Gr Leader, gather to celebrate receipt of the Fiscal Year '87/'88 contract for the FZU-3

MAGIEC Circle at work in Whitley County

The Board Busters MAGIEC Circle members work in the PC Board area of Whitley County 25. They are (front row, from left) Tamara S. Hinen, Leader Pamela R. Shook, Jeanette F. Coats, (back row, from left) MAGIEC Circle Coordinator Kenneth S. Law, Brenda S. Mudd, Charlotte A. Wilson, Dennis E. Erman and Neil A. Aldrich.

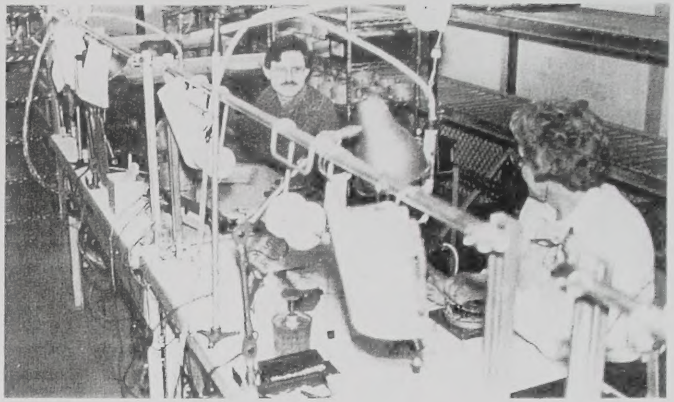
Carole J. Large, Human Resources Information Center Coordinator, HQ-2,

Circle members receive certificates

Members of "Port-A-Power," a new MAGIEC Circle in Magnetics at WC-15, receive certificates on Thursday, November 3. Pictured are (front row, from left) MAGIEC Circl Coordinator Kenneth S. Law, Douglas E. Lamboley, Circle Leader D. Dean Mansdorfer Christopher J. Furge, (back row, from left) Audrey M. Barton, Barbara J. Stanley, Lind J. Scudder, Michele L. Johnson and Randall J. Richardson. Circle member Wanda F. Mur phy was unavailable for the photo.

Magnavox
12

Betsy Hart,



(From left) Team member Mark A. Fritz and Team Coordinator Nancy M. Combs work in the newly-designed FZU-39/B production area at WC-15.

Memories

When I have put the book
Of my memories away,
Will I take another look
Again some other day;
Shall I stop everything
Just to read it from the start;
I wonder if it will bring
Some joy into my heart;
And with each passing day
I am hoping as I look,
I will live in such a way
To open up the book.

Sonobuoy Operations MAGIEC Circles finish Techniques Training

(From left) Marlene Steinman, Peggy S. Helblig, Marilyn L. Robinett, Rose A. Dohner, Ronald C. Reece and Coleen K. Steward are members of ASW Warriors, a new MAGIEC Circle at the GA-12 Sonobuoy Manufacturing facility. The members received certificates on completion of Techniques Training In November. Not available for the photo were members Jack E. Ridenour, David J. Nichter and Jeanette F. Coats.

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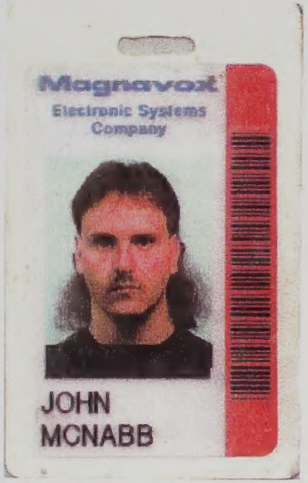
(From left) Jean Young, Paula A. Fritz, Kenneth W. Brown, Jacquelyn M. Osborn, Thomas A. Richter, Barbara J. Glenn, Edna J. Hall and M. June Compton completed MAGIEC Circles Techniques Training in November and formed a new Circle at the GA-12 Sonobuoy Manufacturing facility. Member Tony J. High was unavailable for the photo.

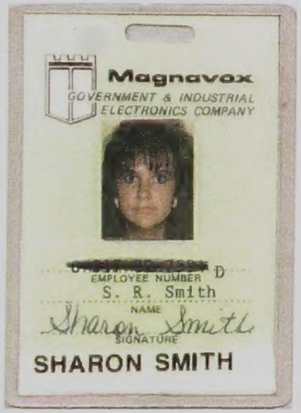
Columbia City group completes Circle class

The first MAGIEC Circle at the Columbia City facility to complete its training class is "Magna Force," whose members received special recognition at graduation ceremonies on Wednesday, March 7. "Magna Force" includes nine employees of the Magnetics Department (549). Congratulations to (left to right) John F. Barnfield (Circle Leader and Foreman Assembly Test, Dept. 549), Michael L. Mills, Cynthia K. Poe, Dawn R. Salinas, Lynn Johnsonbaugh, Linda K. Hampton, Judith A. Rice, Lee E. Gordon, and Catherine A. Collett.



Magnavox
Electronic Systems Company

JOHN
MCNABB



Magnavox
GOVERNMENT & INDUSTRIAL ELECTRONICS COMPANY

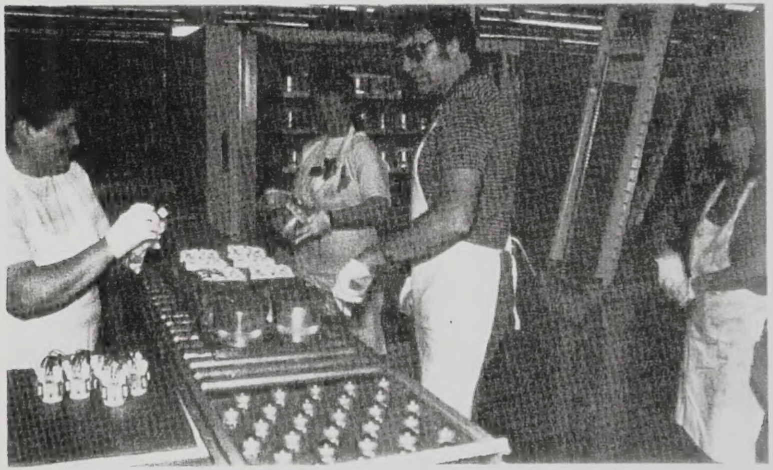
[redacted] D
EMPLOYEE NUMBER
S. R. Smith
NAME
Sharon Smith
SIGNATURE
SHARON SMITH

Gary W. Kay, Senior Contract Administrator, and Sue A. Anderson, Inspection Group Leader on the SSQ-57B, are holding the first production SSQ-57B sonobuoy, which was built at the Sonobuoy Operations on Wednesday, June 6.

(From left) Manufacturing Project Manager David P. Bishir and Hand Insert Assemblers Rick A. Trumbull and Minnie P. Wimes say rewriting the manufacturing processes for the Hand Insert lines at the Printed Wiring Board Operation at WC-25 has greatly improved quality.

Linda J. Scudder, Assembler on the SSQ-53D sonobuoy at GA-12,

Improved communication and better teamwork are two key elements of the cultural change being experienced at Magnavox. Here, second-shift Assembler Roxanne M. Myers, Garrett facility, talks with Director of Sonobuoy Manufacturing Operations H. William Harrah about the technique she uses to build antennae for the SSQ-53B sonobuoys.



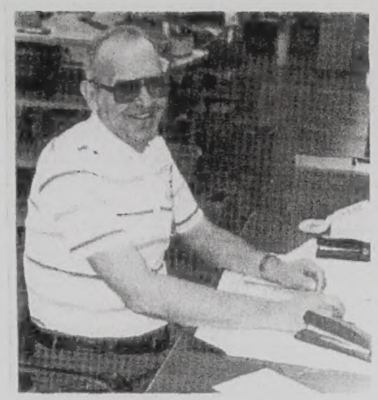
During the hydrophone production, Bonnie I. Bishop (left) takes the spiders out of an oven and Karen K. Buckmaster and Gerald E. Haugk work together getting the molds out of the oven in the background. After they assemble these components they are sent over to Linda L. Benya (far right) to add the potting material.

Solving a sensor coil leak problem on the SSQ-77 were Auburn Support SPC team members (front, from left) Mary M. Ray, Denice M. Burniston, Regina E. Duke, Eileen M. LaRue; (back, from left) Daniel R. Kinzer, Wayne E. Hinkson, Jack L. Lemon, Ed Dollier and Henry A. Gallmeyer.

(From left) Solder Flow Team Member Dave Wilder uses a prototype 4X-magnifier to inspect a board in the WC-25 Printed Wiring Board Shop as Product Engineer Stephen Conte and Tool Engineer Pete Ramsey observe. Wilder and other operators compared different magnifiers to help determine which will be purchased by Magnavox.

James Seltenright tests a pressure float as production begins.

Mary Isham packs parachutes. On July 20, the team produced 250 buoys – the full run rate!



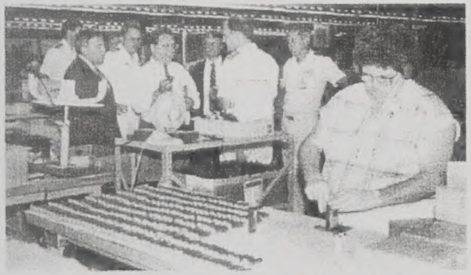
Paul A. Goodrich, Team Leader at Auburn Support, will celebrate 30 Magnavox years on May 29.

Ronald G. Williard,

For Women Only
POLARIS

Micci Hoffer (right) and other Indiana participants raised $5,390 in pledges for the Indiana Easter Seal Society in the Fifth Annual "For Women Only" Snowmobile Ride at Gaylord, Mich., on Saturday, February 8. 1992

Donovan Slane



Behind Sharron K. Plummer's workstation, Stanley M. Gray (center) explains sonobuoy manufacturing processes to Adm. Wes Jordan. Also shown here touring the Sonobuoy Operations on May 14 were (from left) Bud Dougherty, Capt. Bob Colvert, Steve Miller and Capt. John Bielik.

Ted Erne

Ken Pedersen

Tom Meadows,

DEAN SHAFFER

LINDA BENYA

TYANN KRIDER

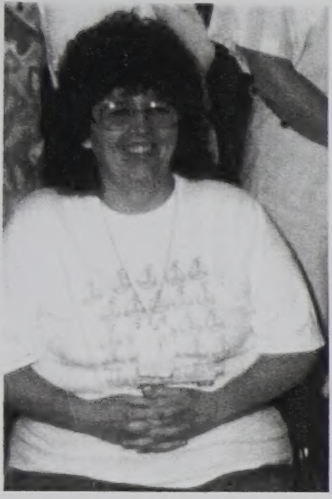
NANCY ARNETT

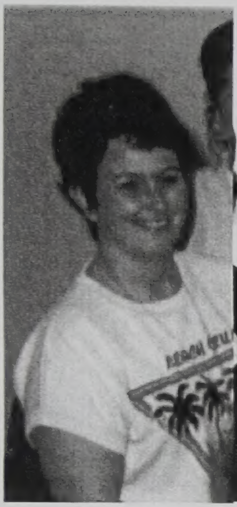
MARY HUMMON

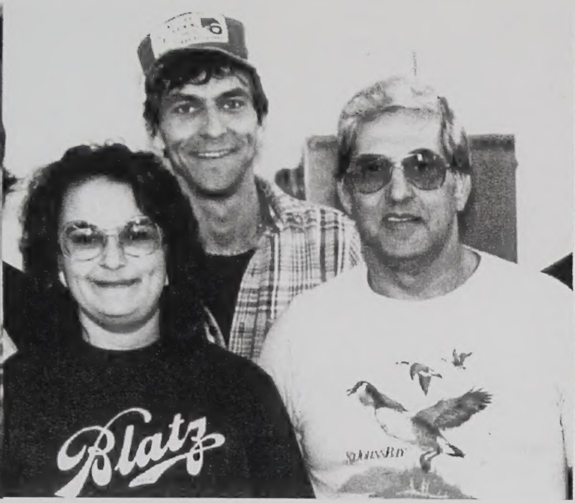
ALICE MORROW

BEV BRUNNER

LINDA PIAZZA

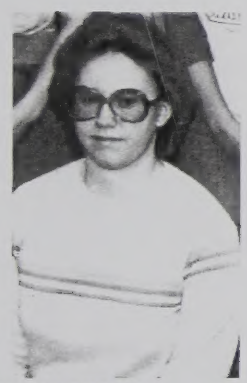

JUDY HAMMAN


RITA BOYER


ELENA & WAYNE HINKSON BILL S.

JAN

CINDY PARK

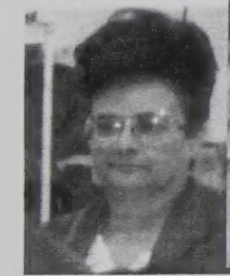

LU ANN SIMON

DAVE BISHER

HOLLY HULL

STAN GAFF ALICE BURNISTON

MELODY COMBS


LAURA PHILLIPS /

GAY BENNETT /

WARD CRAFT / CONNIE ARMSTRONG TRINA EDSALL

DEB WALTERS MIKE DAVIS - WARD CRAFT STAN GAFF
DICK MOSER MARTY INLOW BILL GOFF

EXIT

TRAIN TRIP TO CHICAGO 5- 16- 98

HOOTERS
CHICAGO

ALL ABOARD!!!!!

MAGNAVOX GROUP
TRAIN TRIP TO
CHICAGO 5-16- 98

ROSE DOHNER
Raytheon

CHICAGO 1998

20 YEARS FROM NOW

Betty
Dawn
Sue
Deanna
Rose

A BUS TRIP TO CHICAGO

“Spirits” liven Angola production start-up

This Halloween photo depicts the Garrett "spirits" which added to the smooth start-up in Angola. Costumed workers include (left to right): ***Mary Livergood, Kitty Flannery, Tina Terry, Carole Kleeberg, Barb Kjendalen, Zina Tuttle*** *and* ***Toni Lumpkins****.* ***Chuck Putterbaugh****, Production Manager in Angola, reports the Angola move is complete, and all Printed Circuit Board operations are in production.*

Steve Godsell was recently promoted to Personnel Administrator.

ANNABELL
COOK

JUDY WELLS

MAGGIE MILLER

BECKY KOLBE

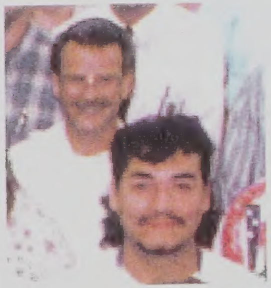
KATHY DOVE

AL COMSTOCK

JACK RIDENOUR

DENNY GOBEL

MARY (BUCK) CUMINGS GLORIA ROTTAGER



MIKE DAVIS RUFUS

BEV SOUDER

GUYANN HALL

DORIS MACINTOSH

TERRY SHOWEN

LEE SHAFFER

LORD LOVE A DUCK!!!!!

JOYCE
STRALEY

JUNE COMPTON

CAROLE
PIERSON
MICCI
HOFFER

WALK-A-THON

SHOAFF PARK FT. WAYNE

SPRING 1997

JERRY PETRIE---

EDITOR OF SONOBUOY SIGNAL

& PEOPLE AND BUSINESS

Magnavox
Government and Industrial Electronics Company
FORT WAYNE INDIANA

DEAR FELLOW-MAGNAVOX EMPLOYEES---

I HOPE THIS BOOK WILL GIVE YOU SOME GOOD MEMORIES, AND THAT YOU LIKE LOOKING AT IT AS MUCH AS I HAVE ENJOYED THE RESEARCH AND ORGANIZING IT ALL. THANKS FOR ALL THE PICTURES AND MEMORIES YOU CONTRIBUTED.

ROSE DOHNER

A SPECIAL THANKS TO: **MARIBETH WELCH, JERRY PETRIE, SUE SLICK, & JILL ROSE** WHO GAVE ASSISTANCE AND MADE AVAILABLE THE FILES OF THE SONOBUOY SIGNAL, PEOPLE AND BUSINESS, A LOT OF PICTURES, AND ACCESS TO THE EMPLOYEE LIBRARY. THANKS ALSO TO THE PRINTING DEPARTMENT. WITHOUT THEIR HELP AND ENCOURAGEMENT THIS BOOK WOULD NOT HAVE BEEN NEARLY AS FULL OF ALL OUR SHARED MEMORIES.

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Communication Systems Division
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